

T.E.A.M EFFECTIVENESS REPORT

Team Effectiveness | Marketing Team, Beta Division

LEADER REPORT

Company Tech, Inc.

Erin Fillmore

Date: 9/23/2020

Dimension Report

Overall Rating

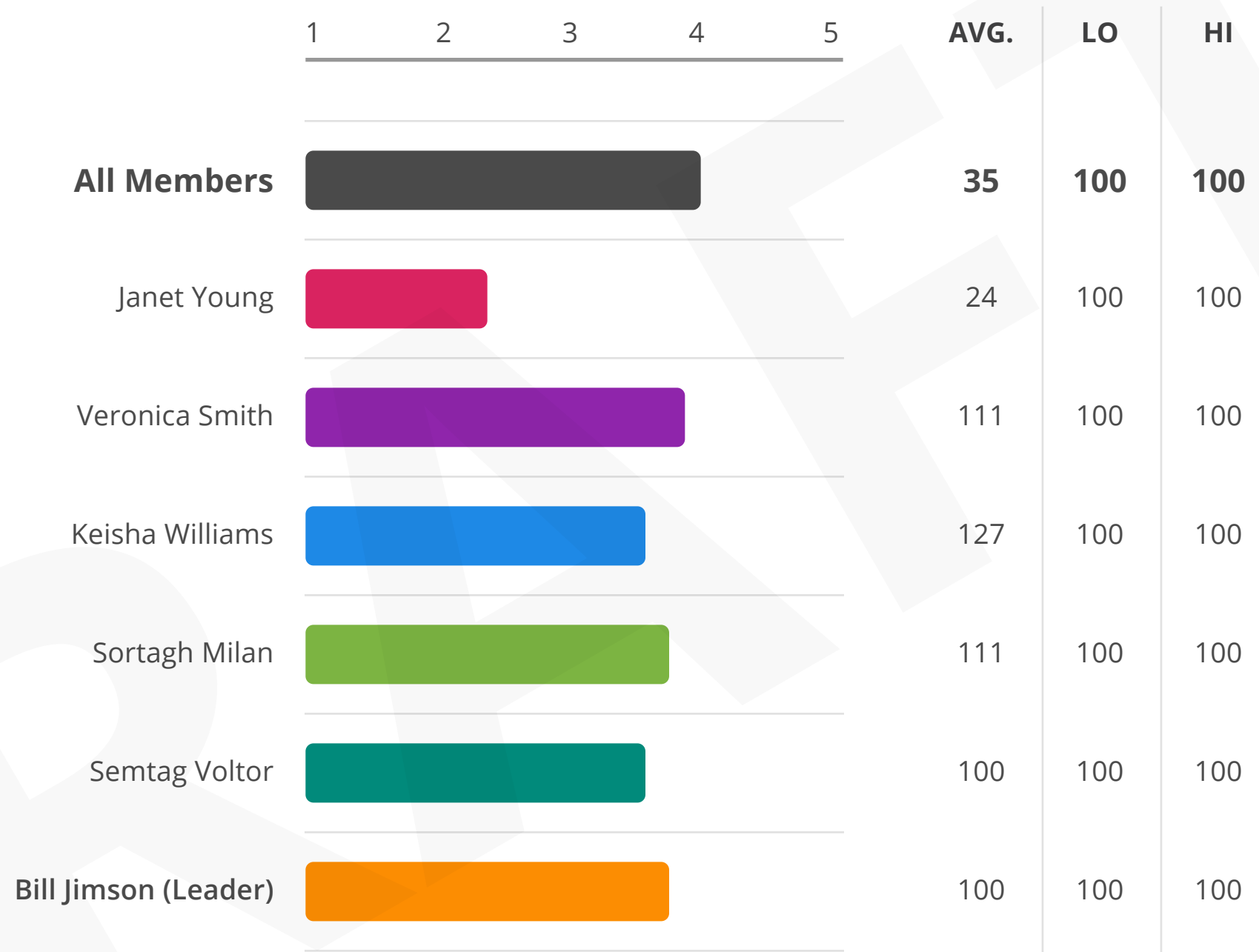
3.8 Aggregates ratings for all team dimensions in a review
Out of 5

TOP DIMENSION ITEMS

- 4.03** Collaboration
- 3.21** Sociability

BOTTOM DIMENSION ITEMS

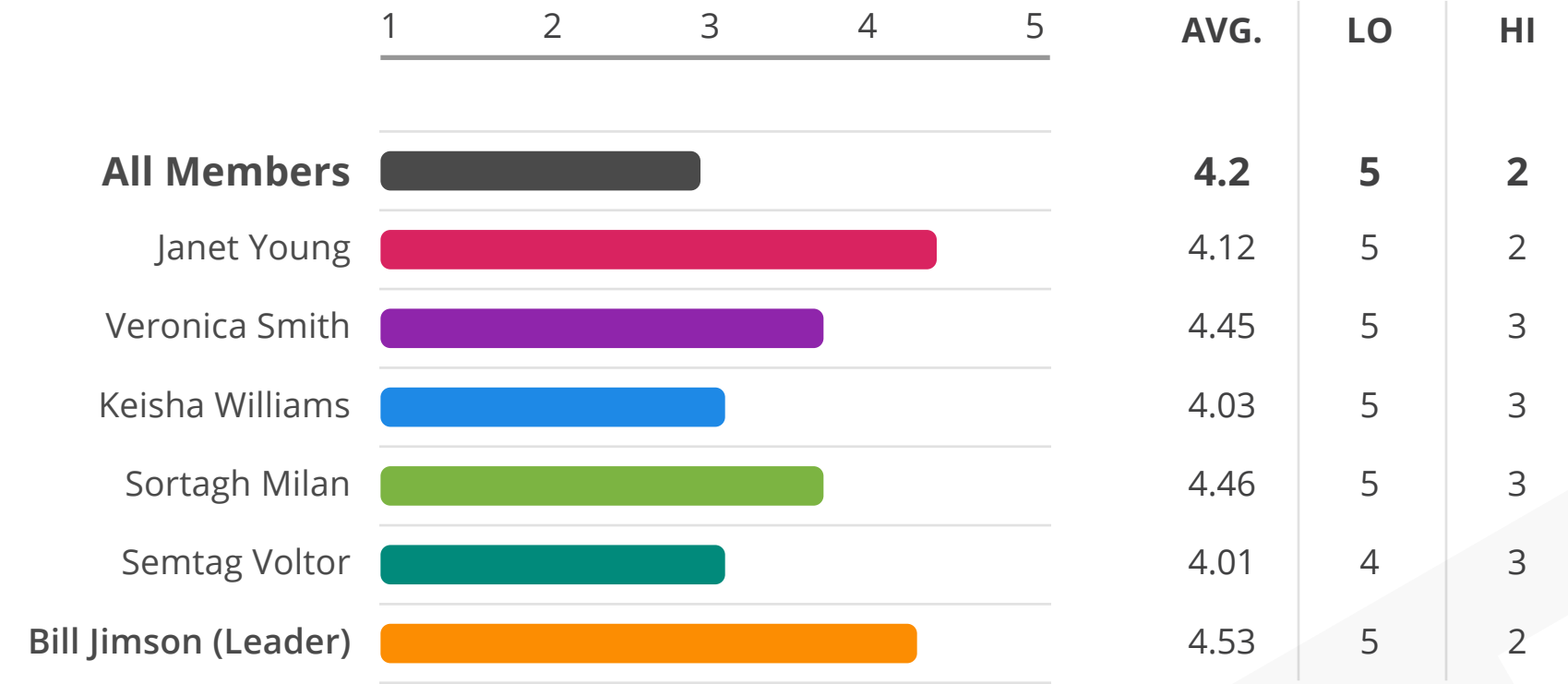
- 1.19** Dealing With Ambiguity
- 2.13** Goal Setting



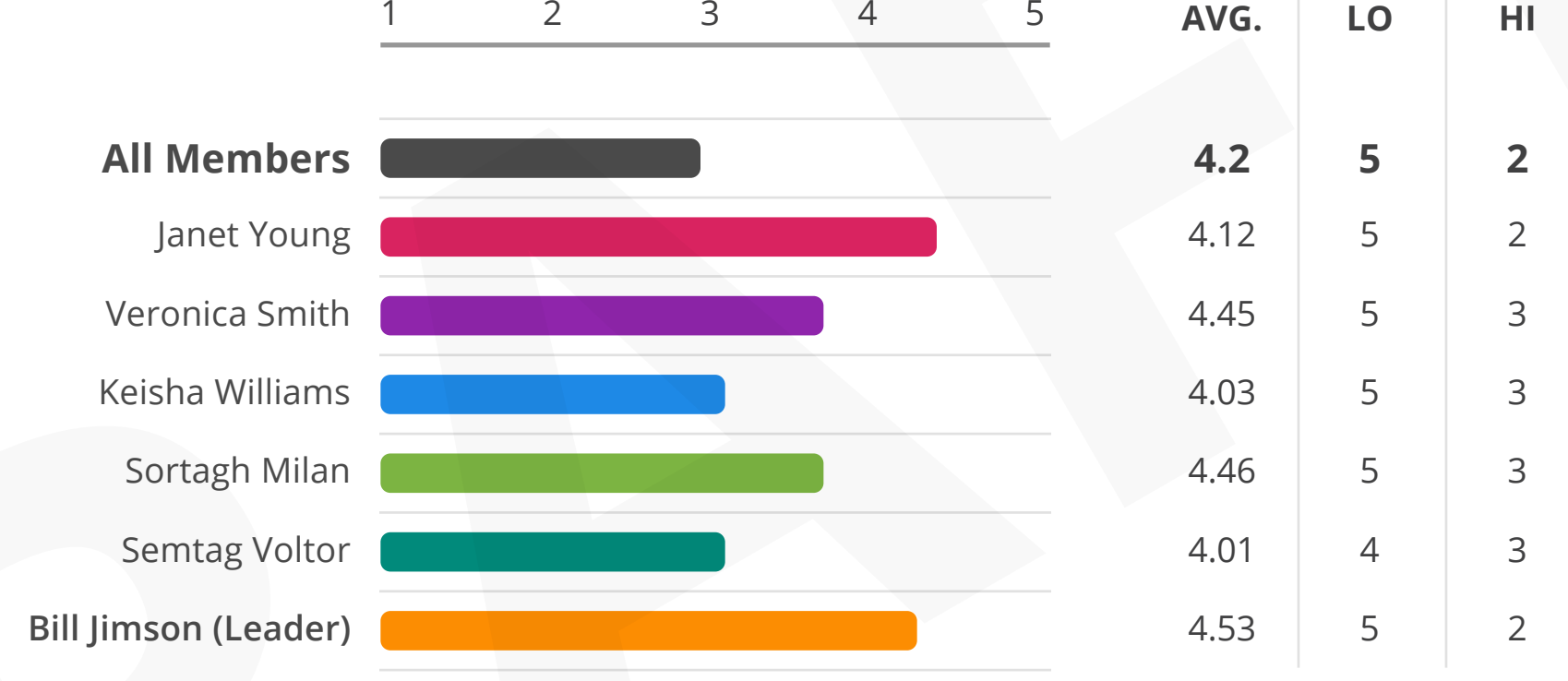
Dimension Summary

Aggregates ratings for each dimension

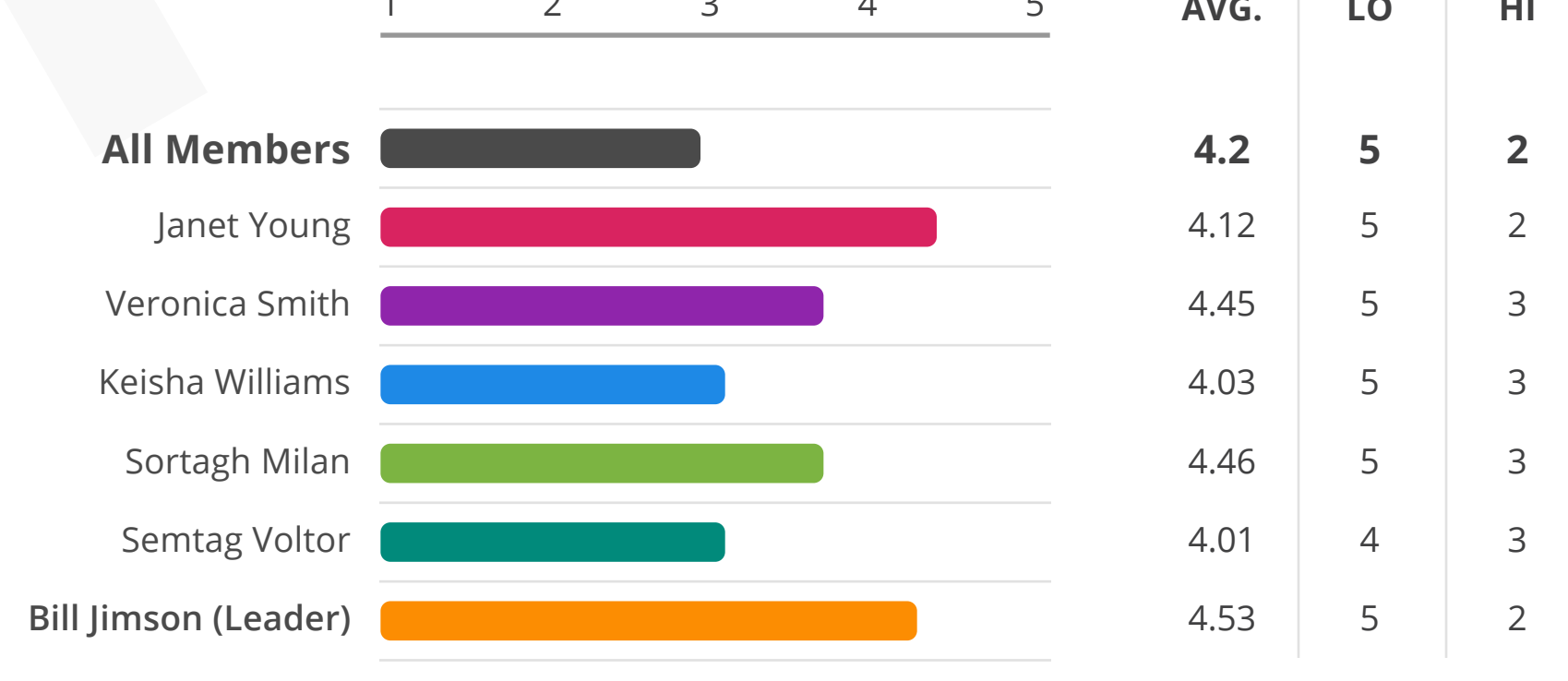
- 2.54** Team Environment
OUT OF 5
- Collaboration
 - Conflict Resolution
 - People / Team Development
 - Cross Functional Effectiveness
 - Sociability
 - Connectedness to Team



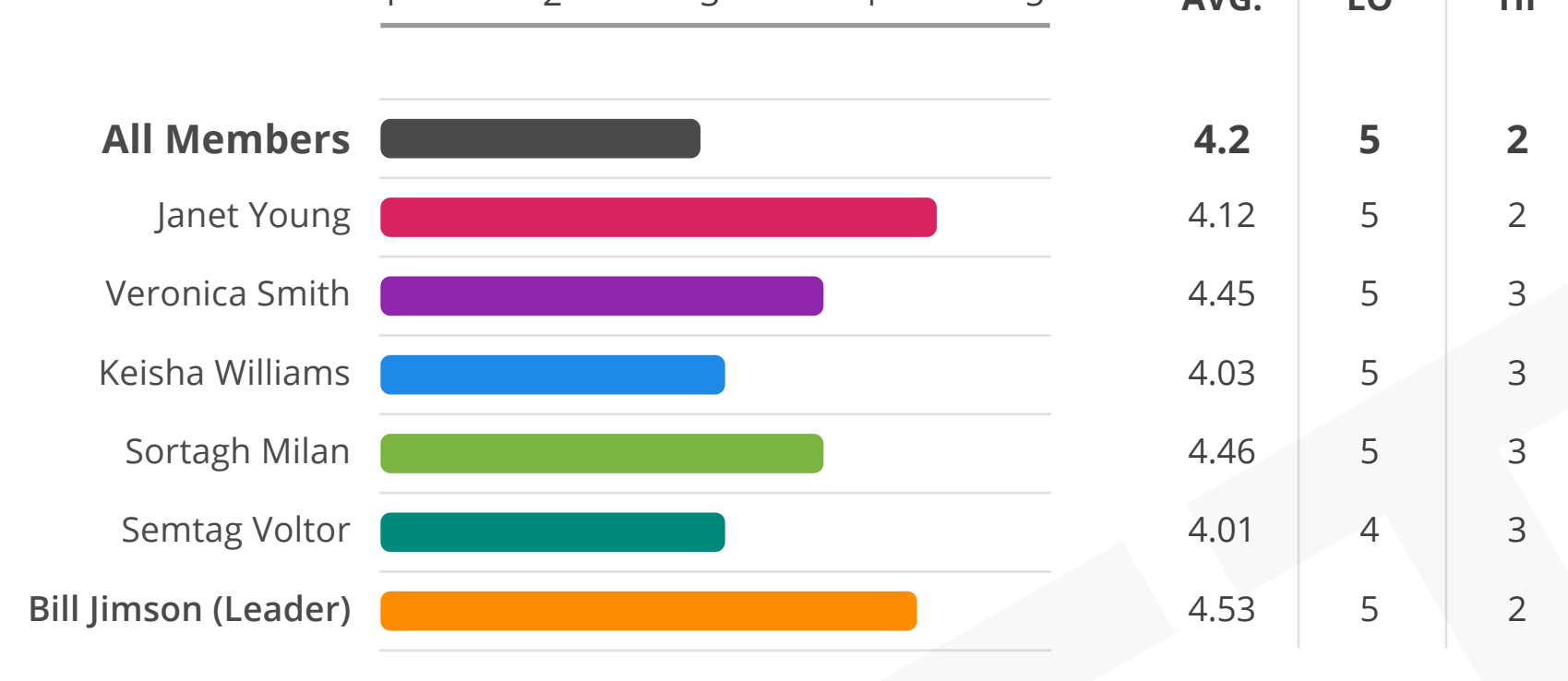
- 3.47** Team Performance
OUT OF 5
- Collaboration
 - Conflict Resolution
 - People / Team Development
 - Cross Functional Effectiveness
 - Sociability
 - Connectedness to Team



- 4.46** Team Readiness
OUT OF 5
- Collaboration
 - Conflict Resolution
 - People / Team Development
 - Cross Functional Effectiveness
 - Sociability
 - Connectedness to Team



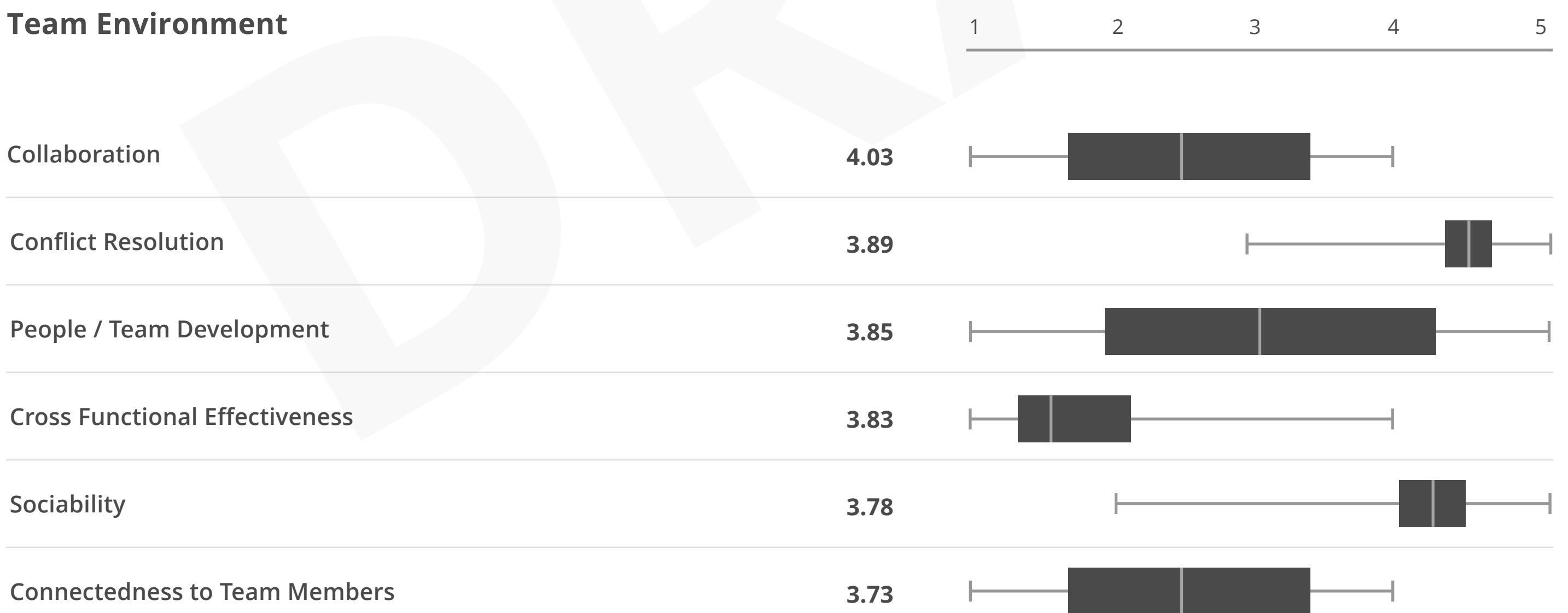
- 1.53** Team Commitment
OUT OF 5
- Collaboration
 - Conflict Resolution
 - People / Team Development
 - Cross Functional Effectiveness
 - Sociability
 - Connectedness to Team



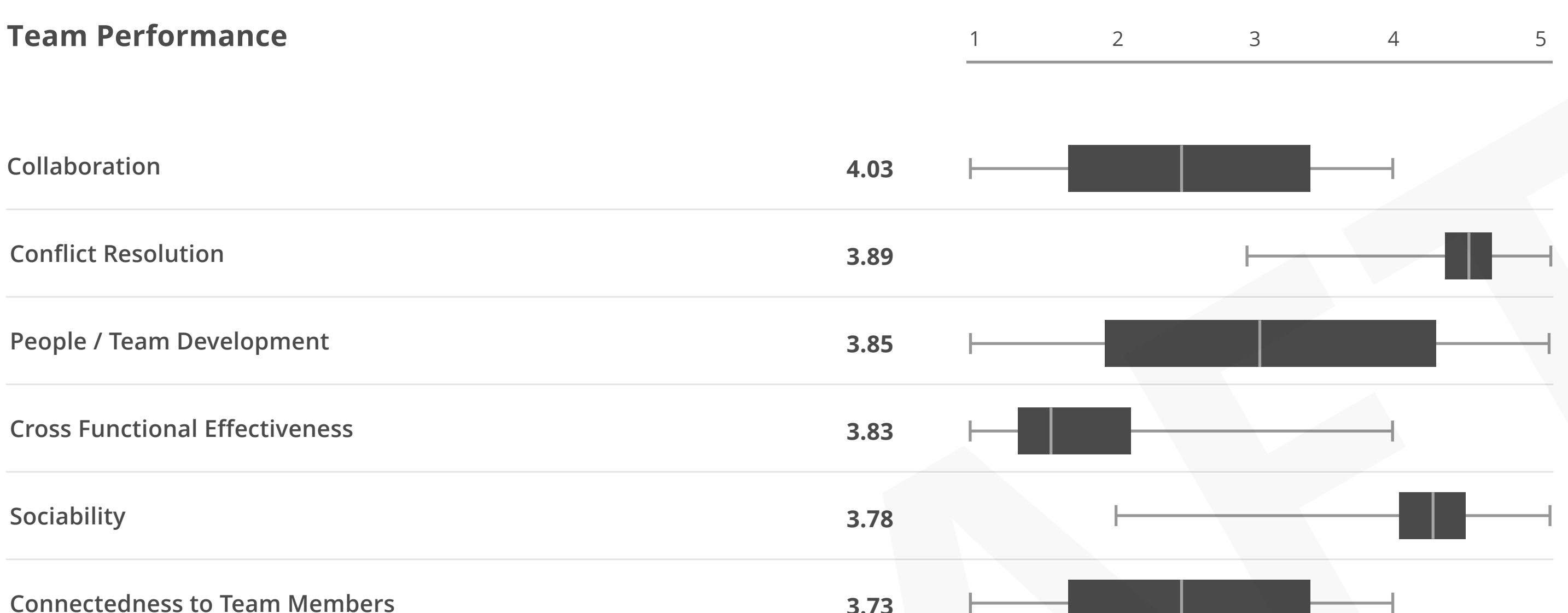
Dimension Item Overview

Aggregates ratings for each dimension item

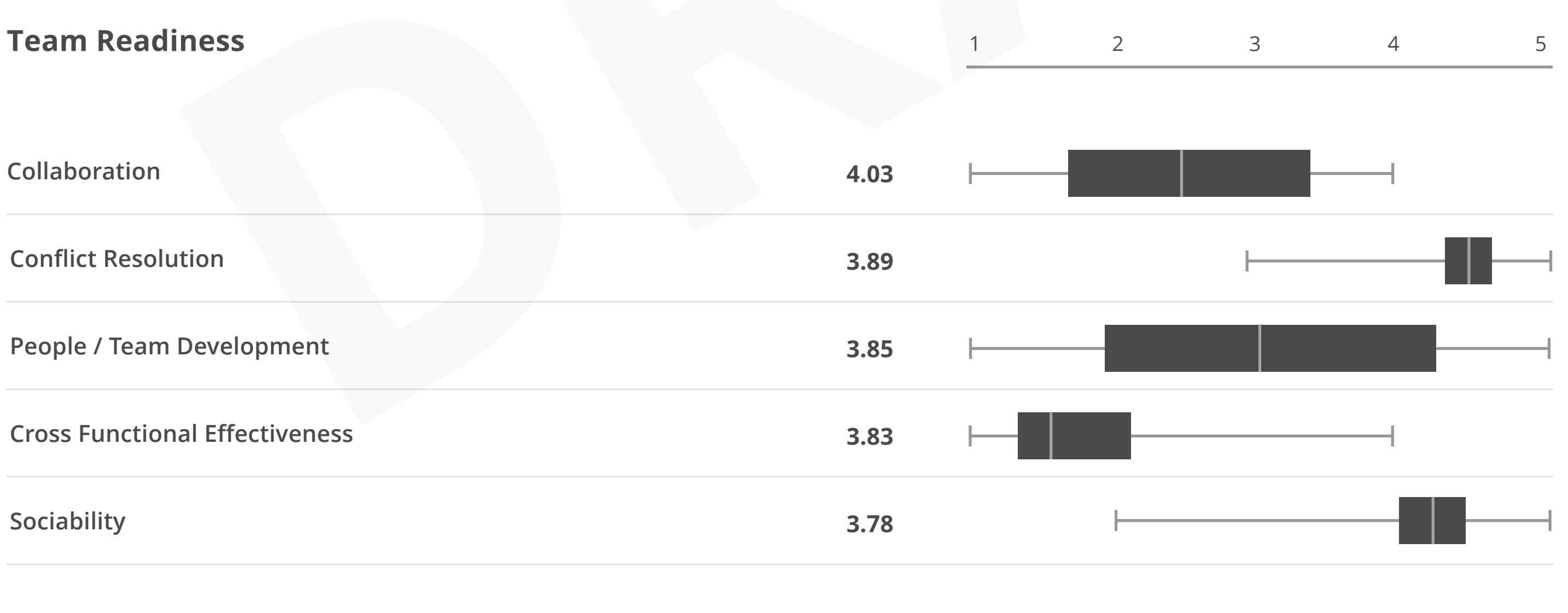
Team Environment



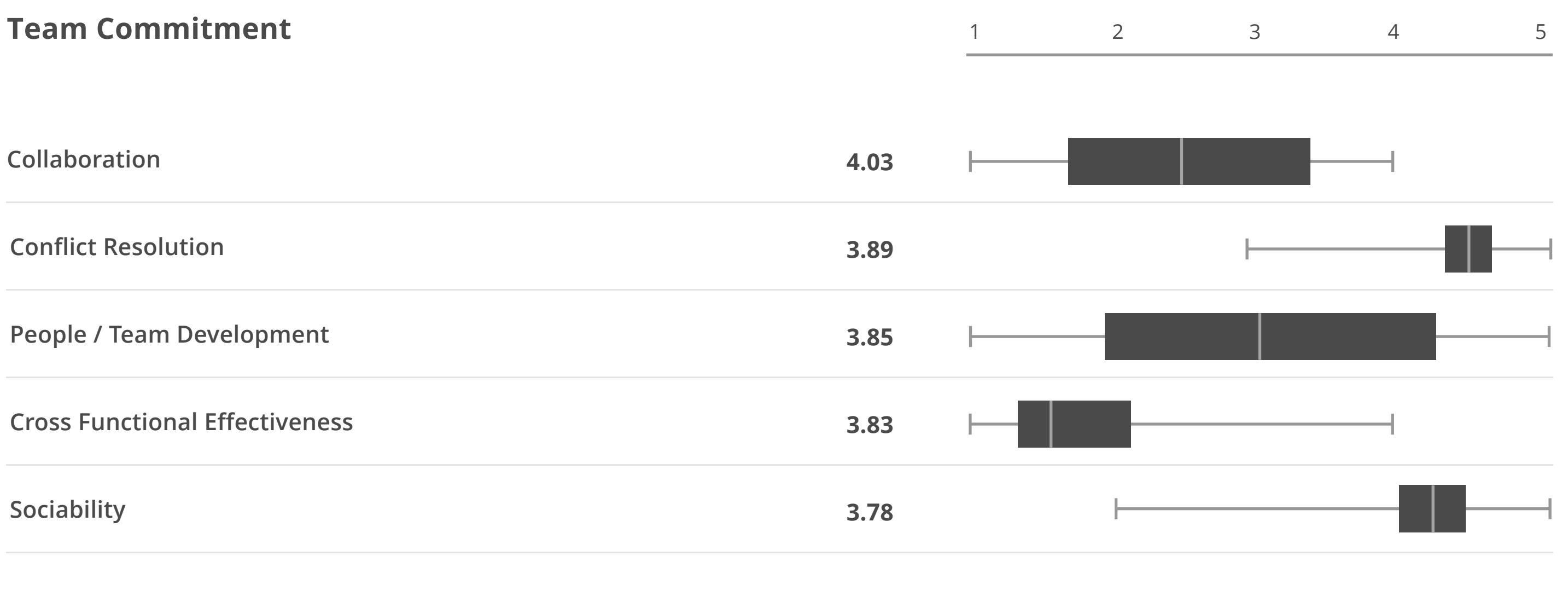
Team Performance



Team Readiness



Team Commitment



Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

Questions Report

Rating Items

Dives deep into aggregated ratings for each individual items, grouped by dimension

Team Environment

3.51
OUT OF 5

Top Item **4.8** Sociability

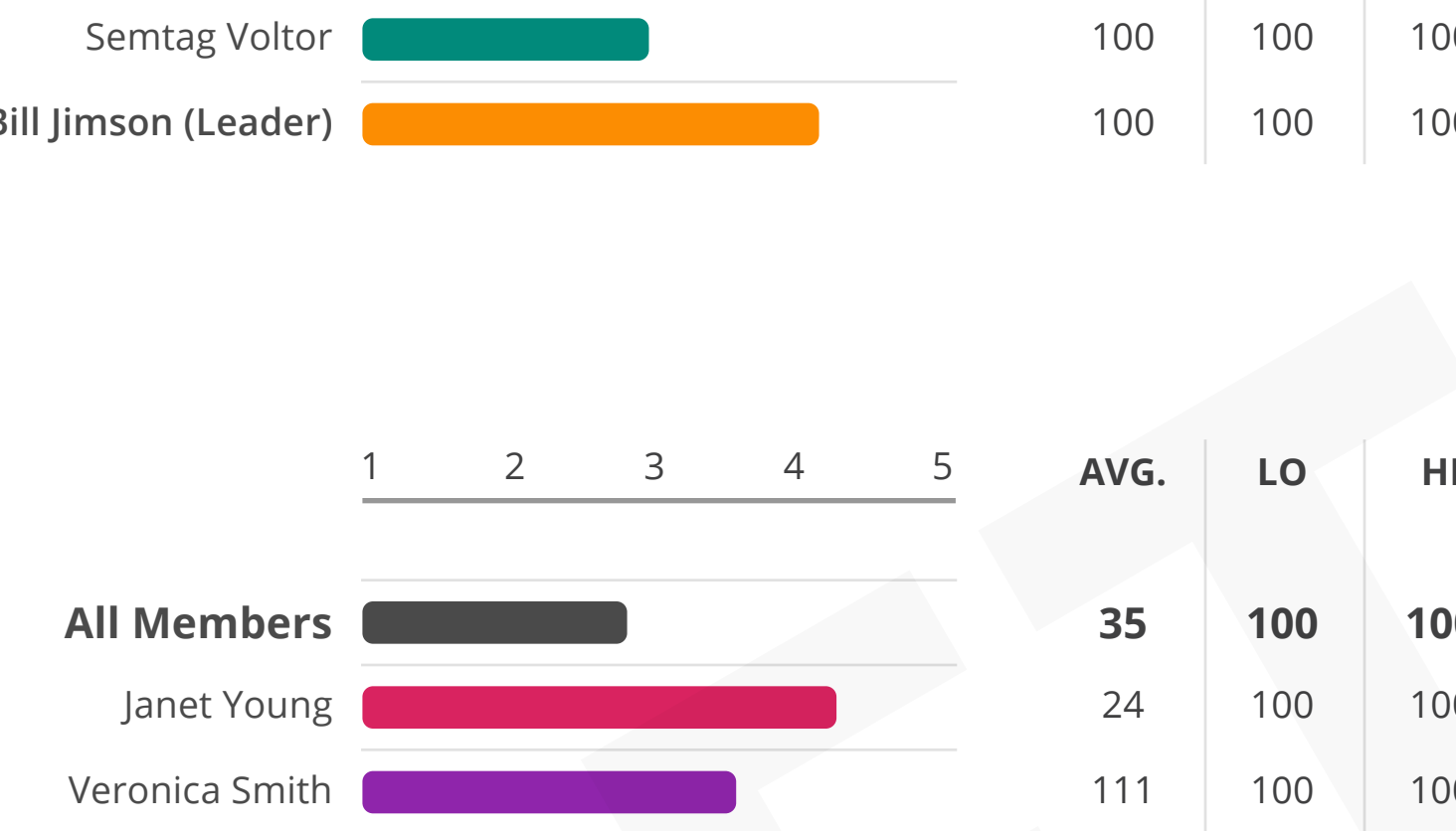
Bottom Item **1.8** Conflict Resolution

	Total Dimension	Collaboration	Conflict Resolution	People Team Development	Sociability	Cross Functional Effectiveness	Connectedness
All Members	3.2	3.2	3.2	3.2	3.2	3.2	3.2
Janet Young	5.1	3.2	3.2	3.2	3.2	3.2	3.2
Veronica Smith	3.6	3.2	3.2	3.2	3.2	4.7	4.7
Keisha Williams	2.9	3.2	3.2	4.1	3.2	3.2	3.2
Sortagh Milan	4.1	3.2	2.1	3.2	3.2	2.2	2.2
Semtag Voltor	2.9	3.2	3.2	4.3	4.8	3.2	3.2
Bill Jimson (Leader)	4.1	3.2	1.8	3.2	3.2	2.1	2.1

1 Collaboration

This is a question description for this dimensional item? This is a question or something? This is a question

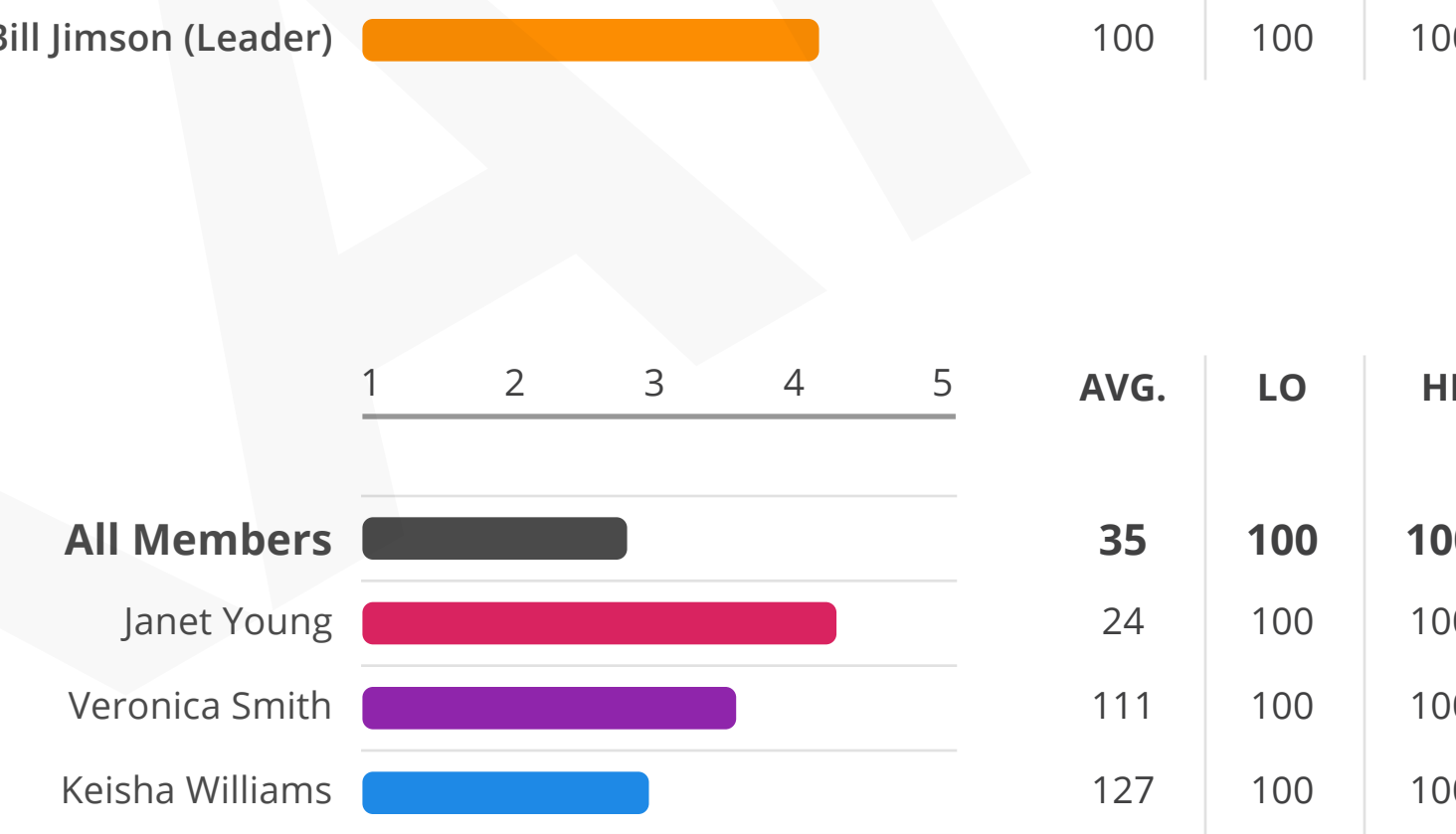
Team Environment



2 Conflict Resolution

This is a question description for this dimensional item? This is a question or something? This is a question

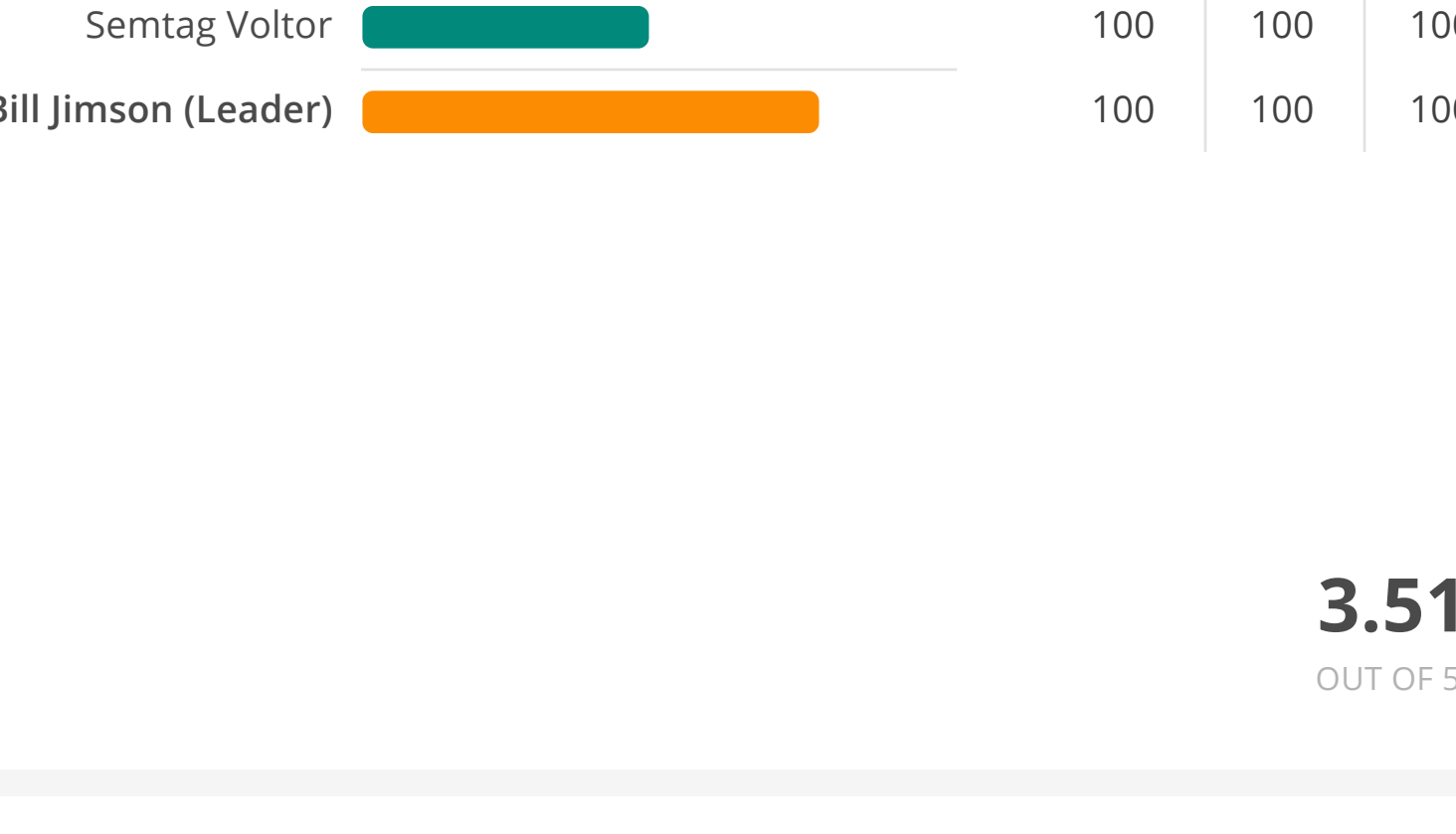
Team Environment



3 People / Team Development

This is a question description for this dimensional item? This is a question or something? This is a question

Team Environment



Team Performance

3.51
OUT OF 5

Top Item **4.8** Adaptability

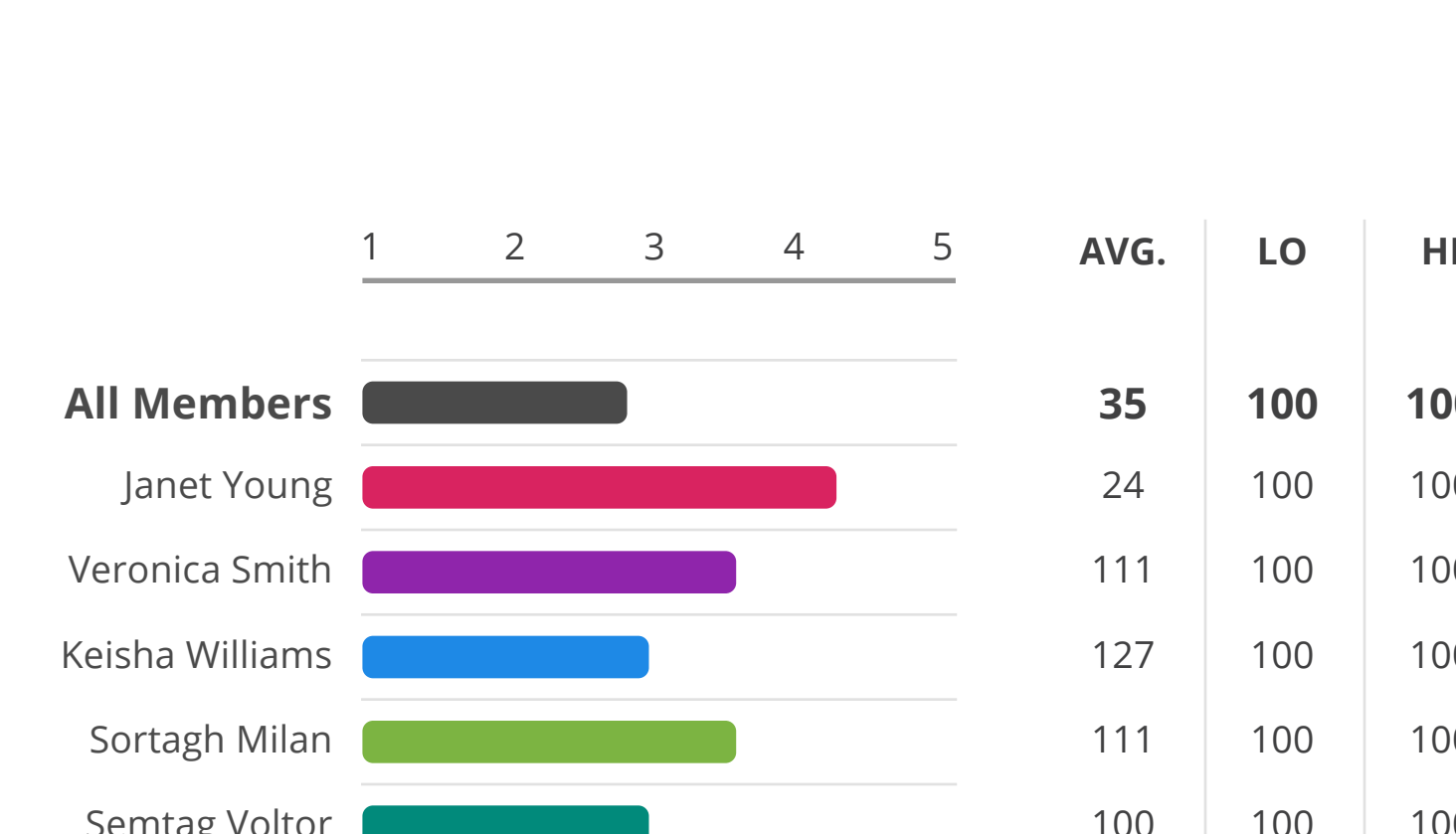
Bottom Item **1.8** Accountability

	Total Dimension	Problem Solving	Sense of Urgency	Communication	Accountability	Adaptability	Dealing with Ambiguity
All Members	3.2	3.2	3.2	3.2	3.2	3.2	3.2
Janet Young	5.1	3.2	3.2	3.2	3.2	3.2	3.2
Veronica Smith	3.6	3.2	3.2	3.2	3.2	4.7	4.7
Keisha Williams	2.9	3.2	3.2	4.1	3.2	3.2	3.2
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4 Problem Solving

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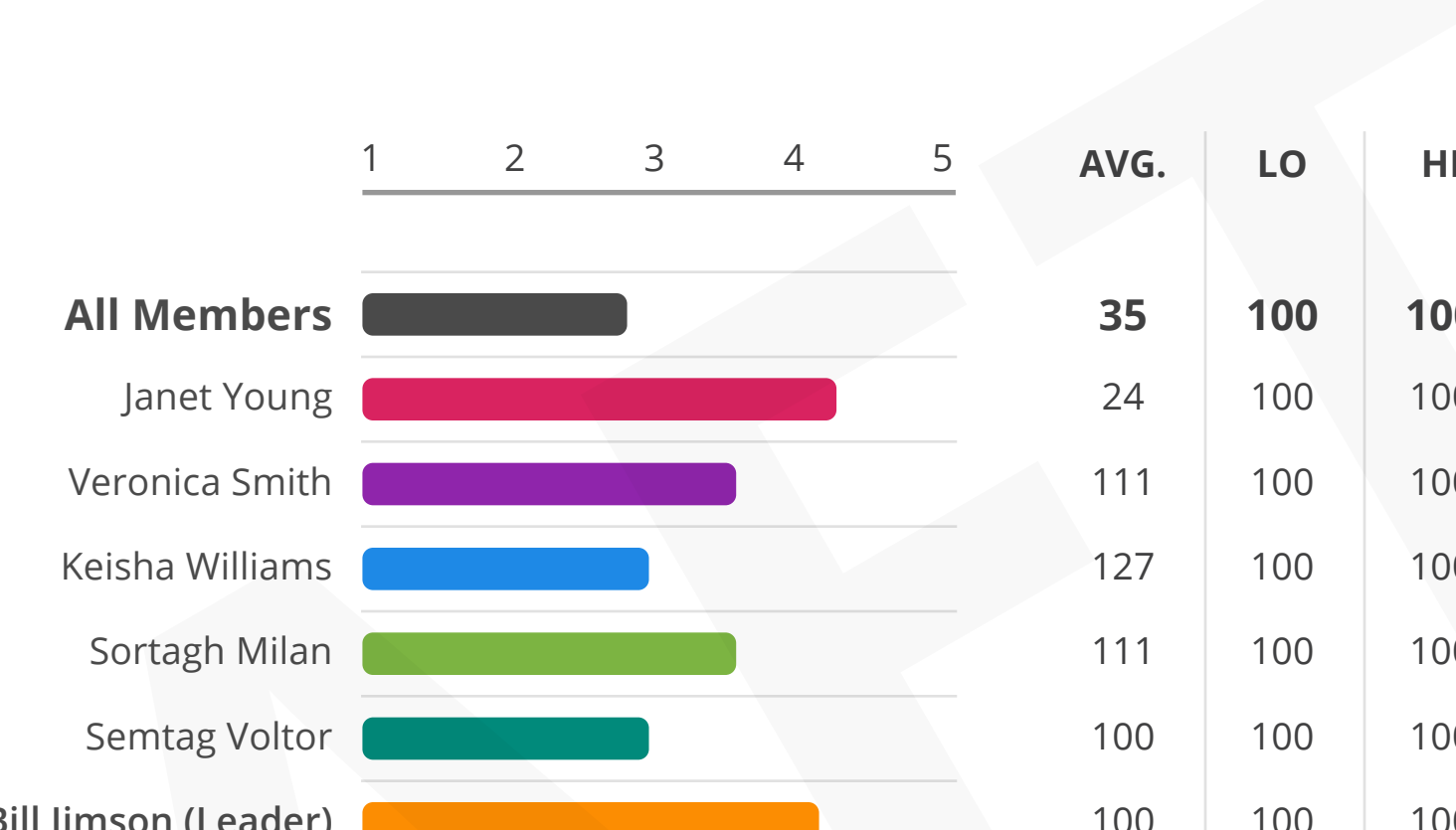
Team Performance



5 Sense of Urgency

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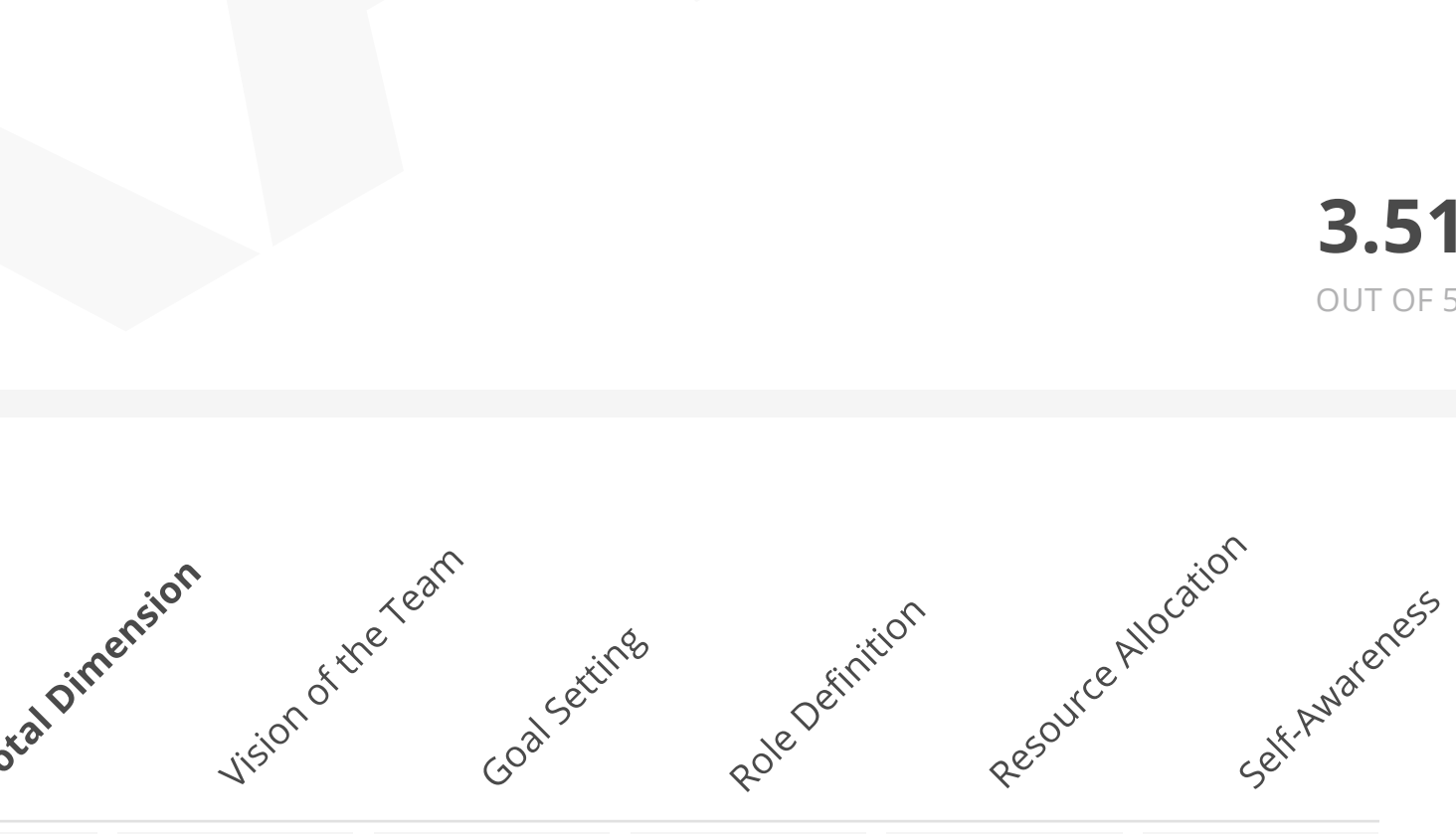
Team Performance



6 Communication

This is a question description for this dimensional item? This is a question or something? This is a question

Team Performance



Team Readiness

3.51
OUT OF 5

Top Item **4.8** Resource Allocation

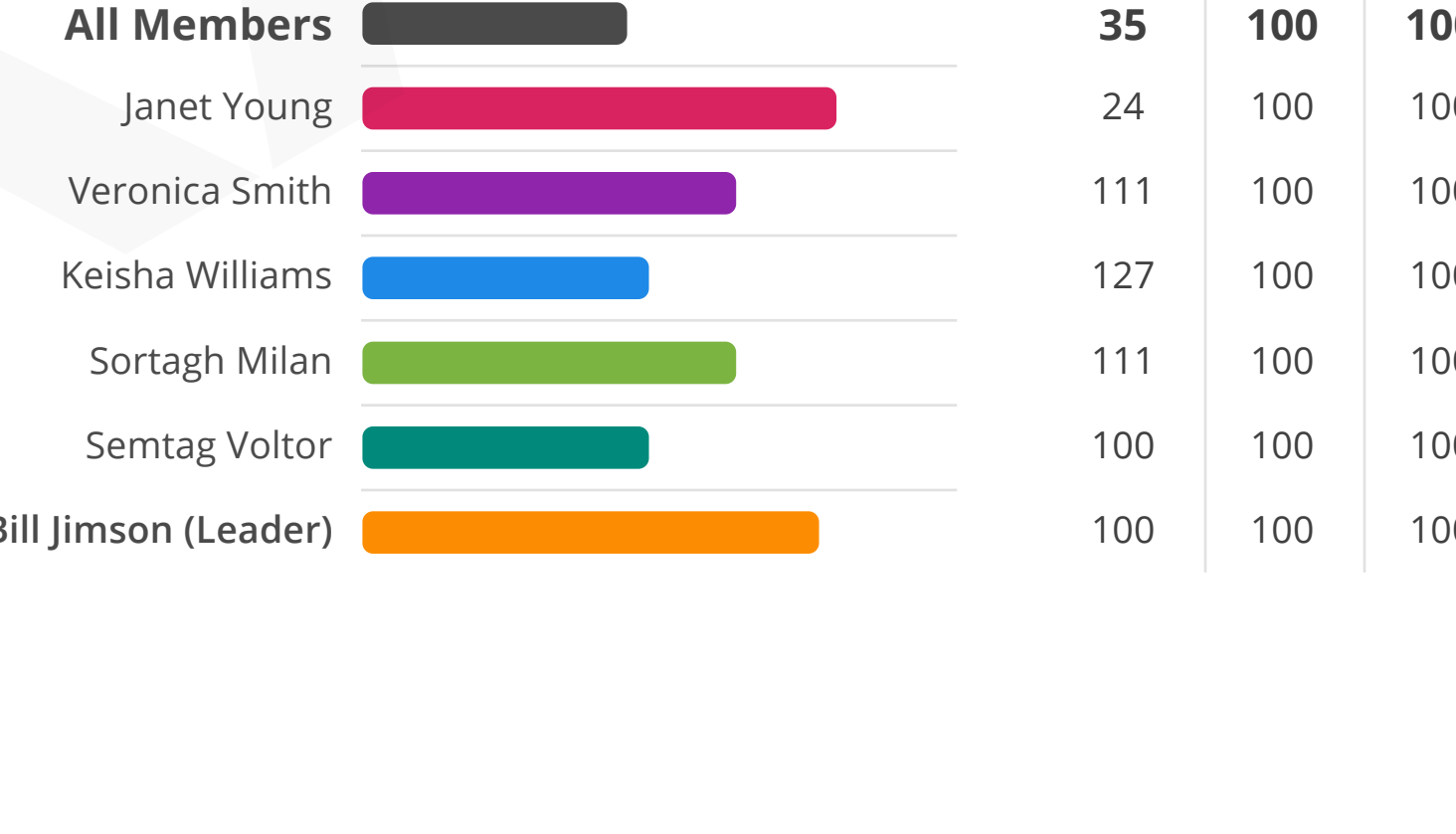
Bottom Item **1.8** Goal Setting

	Total Dimension	Vision of the Team	Goal Setting	Role Definition	Resource Allocation	Self-Awareness
All Members	3.2	3.2	3.2	3.2	3.2	3.2
Janet Young	5.1	3.2	3.2	3.2	3.2	3.2
Veronica Smith	3.6	3.2	3.2	3.2	3.2	4.7
Keisha Williams	2.9	3.2	3.2	4.1	3.2	3.2
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7 Vision of the Team

This is a question description for this dimensional item? This is a question or something? This is a question

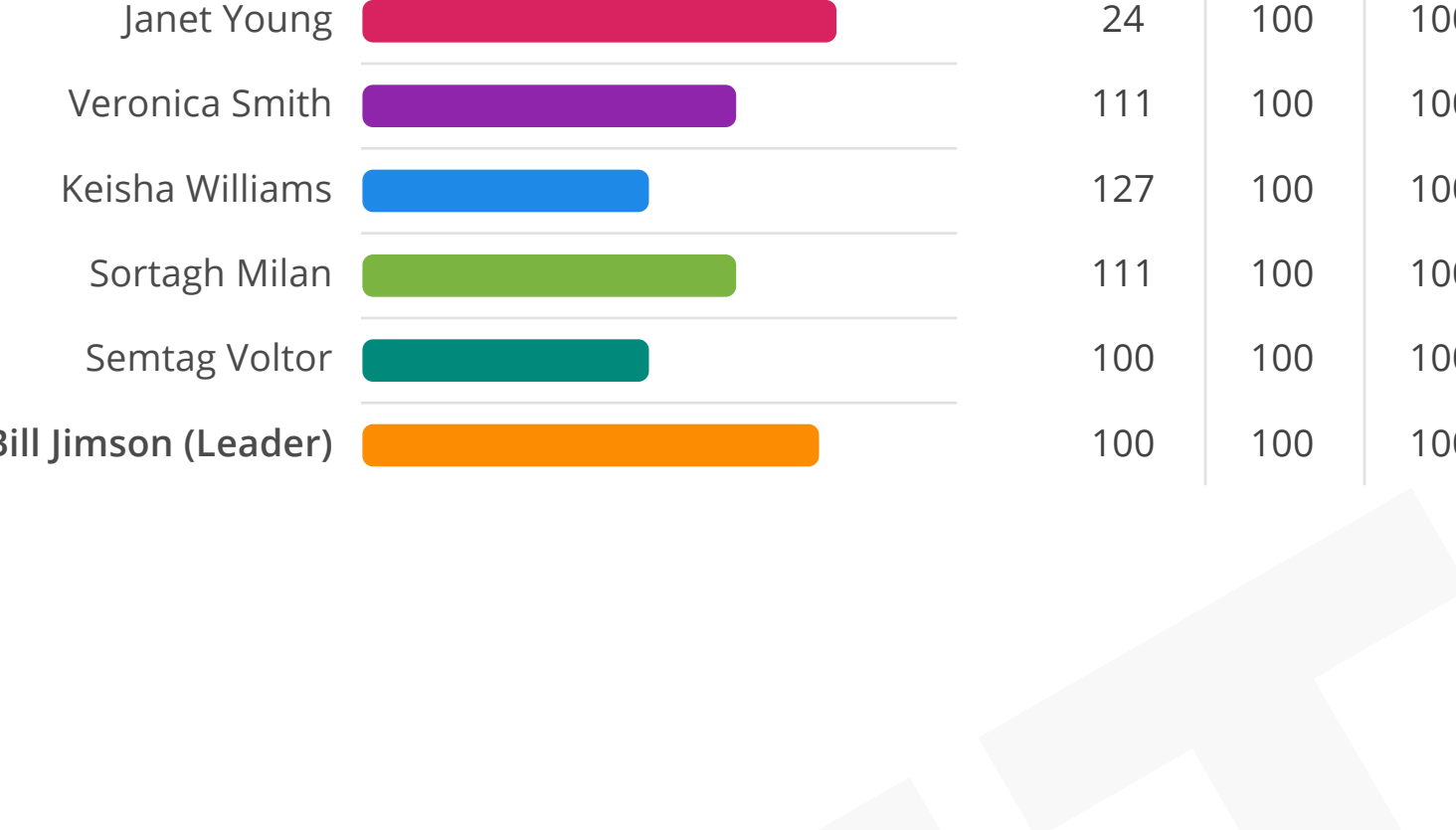
Team Readiness



8 Goal Setting

This is a question description for this dimensional item? This is a question or something? This is a question

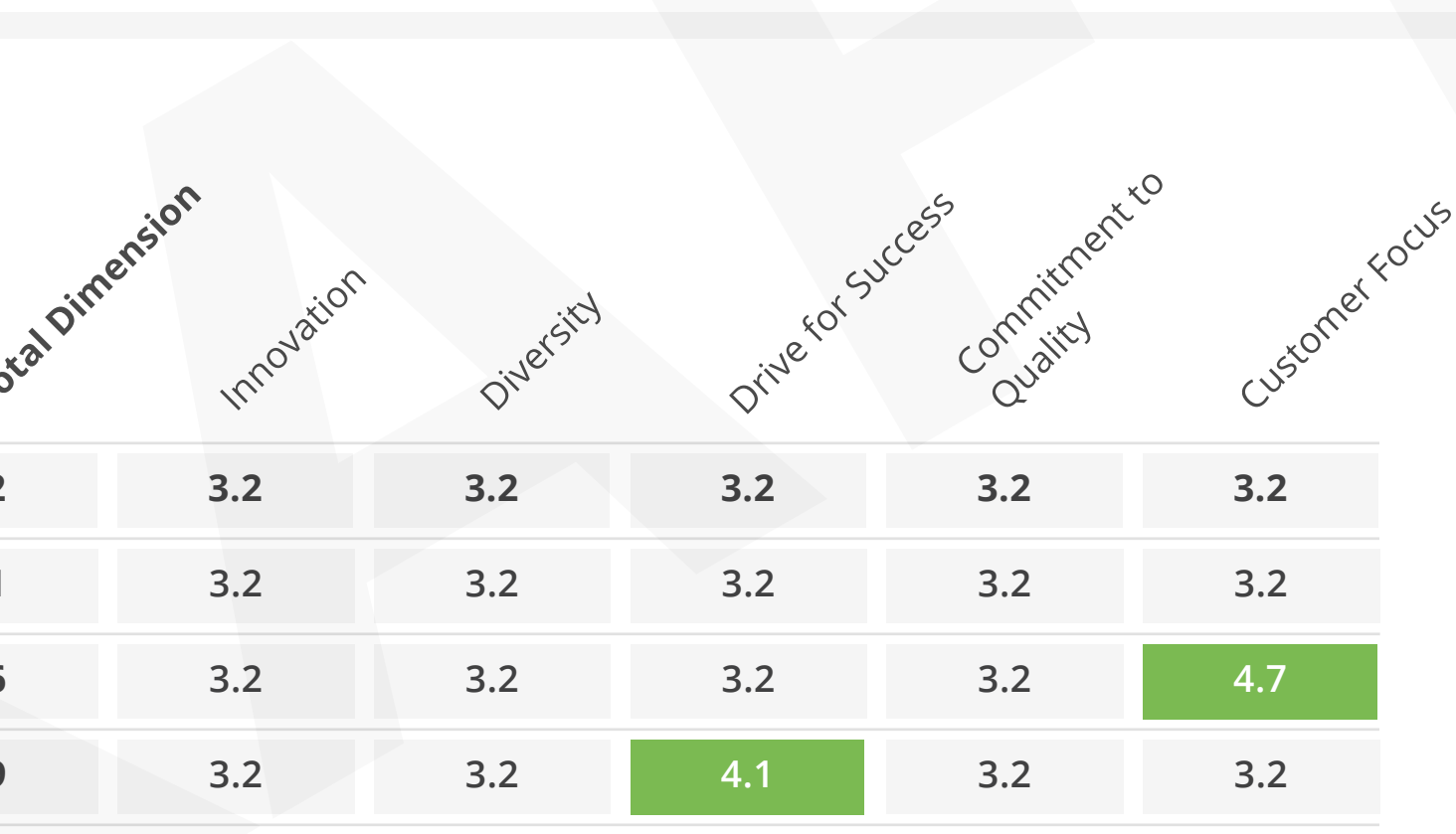
Team Readiness



9 Role Definition

This is a question description for this dimensional item? This is a question or something? This is a question

Team Readiness



Team Commitment

3.51
OUT OF 5

Top Item **4.8** Innovation

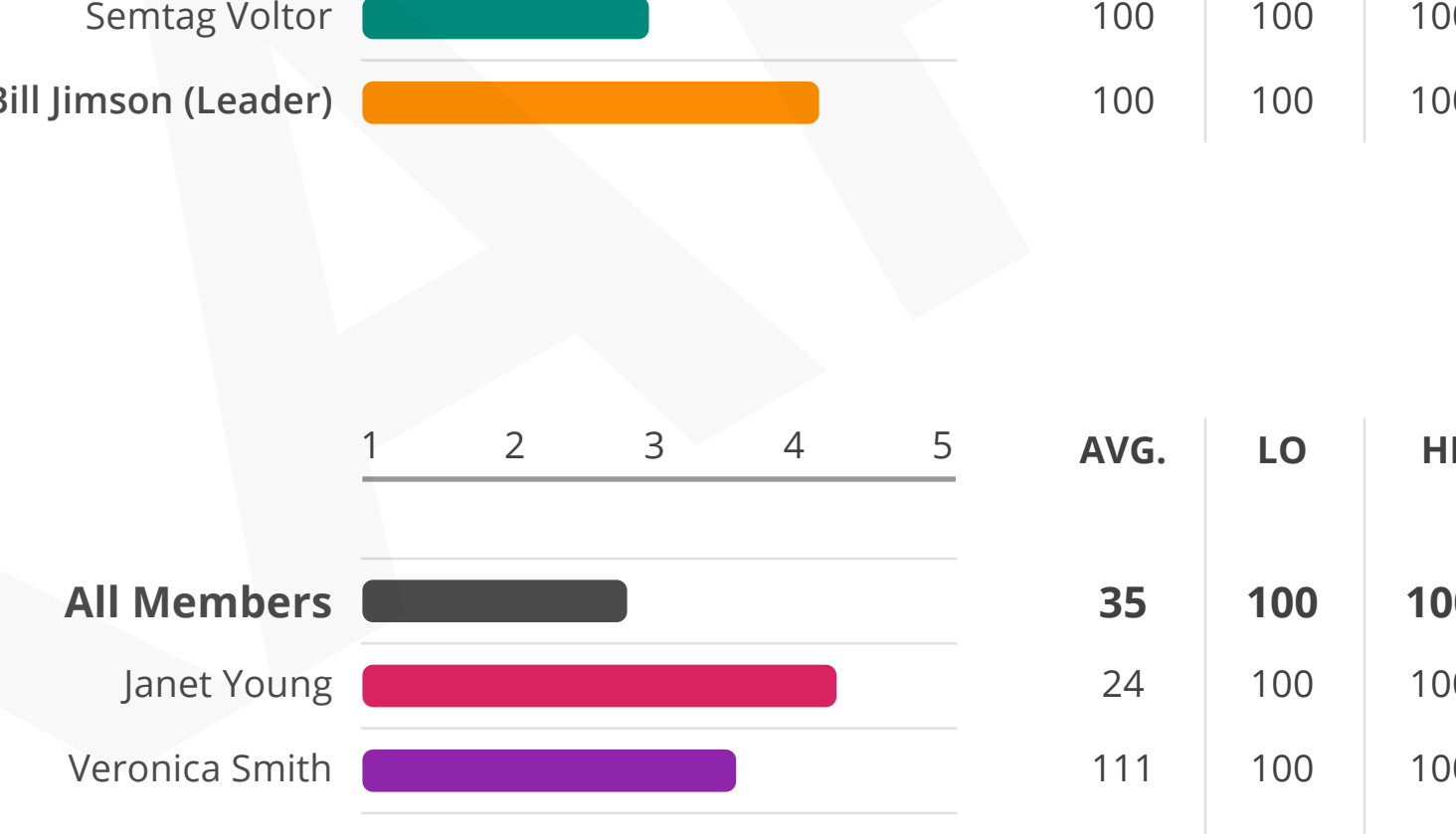
Bottom Item **1.8** Drive for Success

	Total Dimension	Innovation	Diversity	Drive for Success	Commitment to Quality	Customer Focus
All Members	3.2	3.2	3.2	3.2	3.2	3.2
Janet Young	5.1	3.2	3.2	3.2	3.2	3.2
Veronica Smith	3.6	3.2	3.2	3.2	3.2	4.7
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10 Innovation

This is a question description for this dimensional item? This is a question or something? This is a question

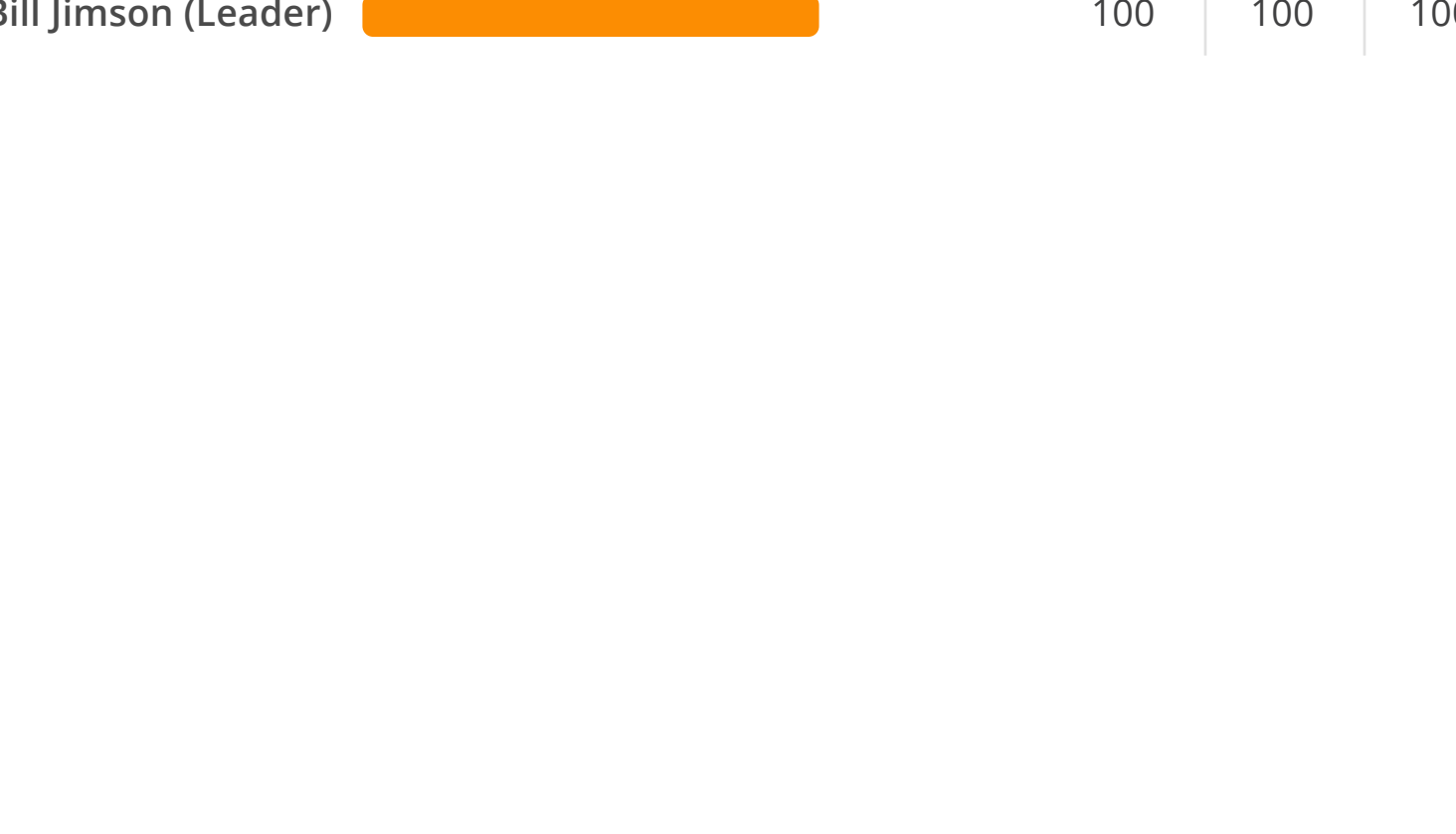
Team Commitment



11 Diversity

This is a question description for this dimensional item? This is a question or something? This is a question

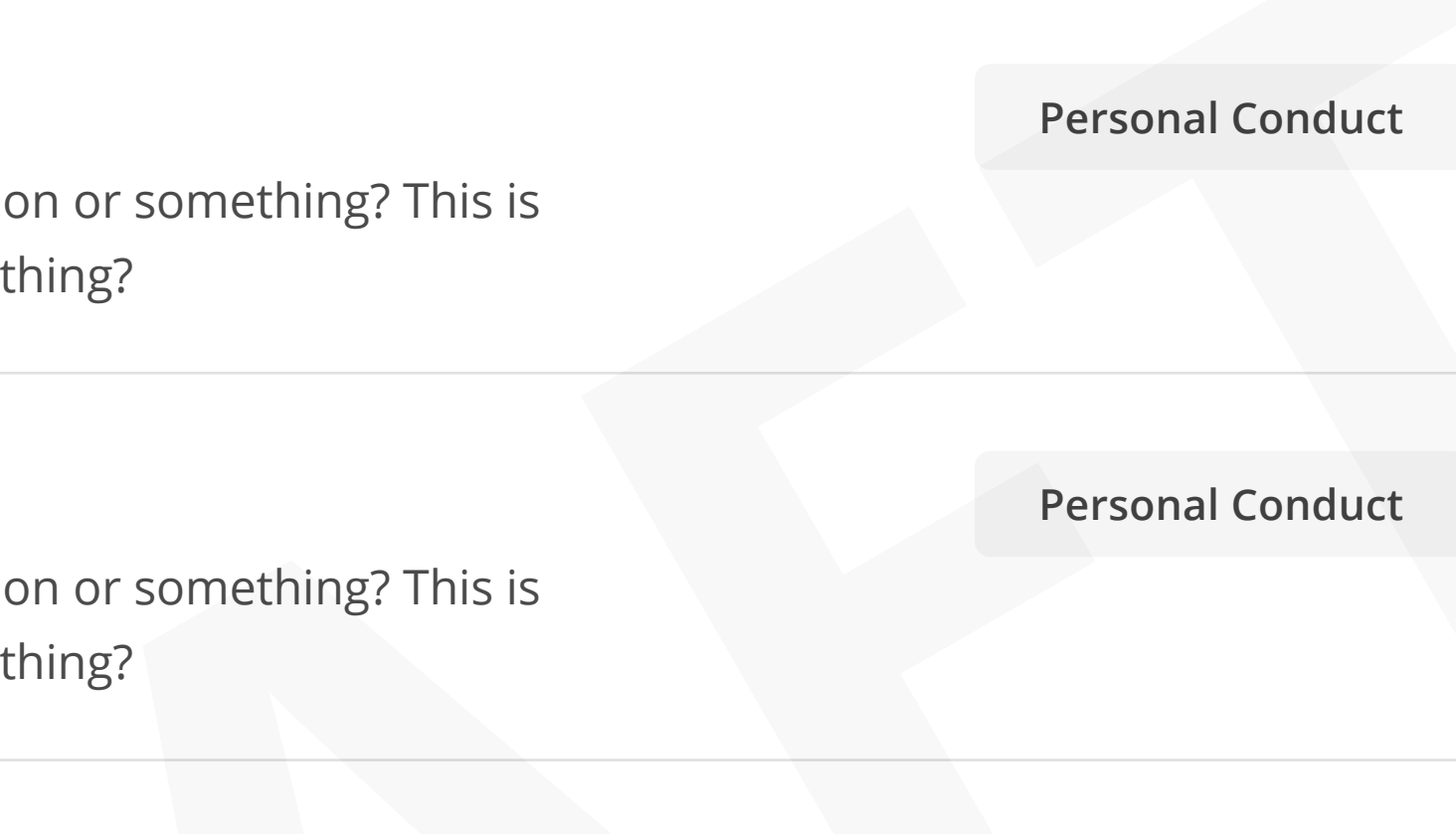
Team Commitment



12 Drive for Success

This is a question description for this dimensional item? This is a question or something? This is a question

Team Commitment



Development Report

Your Strengths

List action items for your top 5 rated competencies

Strength Conflict Resolution +1.24

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

Behaviors Defining Competency

- Determines and focuses on time and critical priorities.
- Produces insights and actions that result in increased margins, revenues, and productivity.
- Successfully manages appropriate budgets.
- Utilizes technology appropriately to enhance business efficiency.
- Reduces silos and creates cross-functional partnerships.

Development Suggestions

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Suggested Resources

- [www.culturalstrengths.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhddkdjfh](#)
- [www.focusbreedsunity.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Strength Communication +1.24

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

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- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Strength Collaboration +1.24

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- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
- [www.managetalent.com/dsfkjsdfl](#)

Your Development Opportunities

List action items for you bottom 5 rated competencies

Opportunity People / Team Development -1.86

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

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Opportunity Goal Setting -1.86

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui

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- [www.leadership101.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh](#)
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Opportunity Role Definition -1.86

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- [www.thetimesgrowth.com/etorihdksjfhskdjfhkdsjhf/sdkfjhsdkjfhdkjfh/dkdjfh](#)
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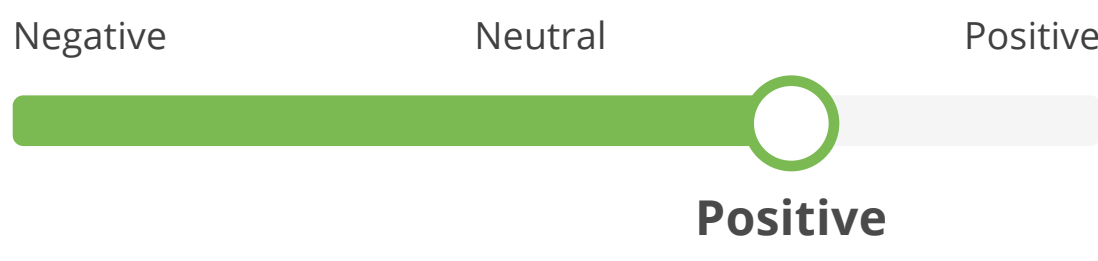
Open-Ended Comment Analysis

9 * Comment question attached to a specific competency

0/34 Responded to Question

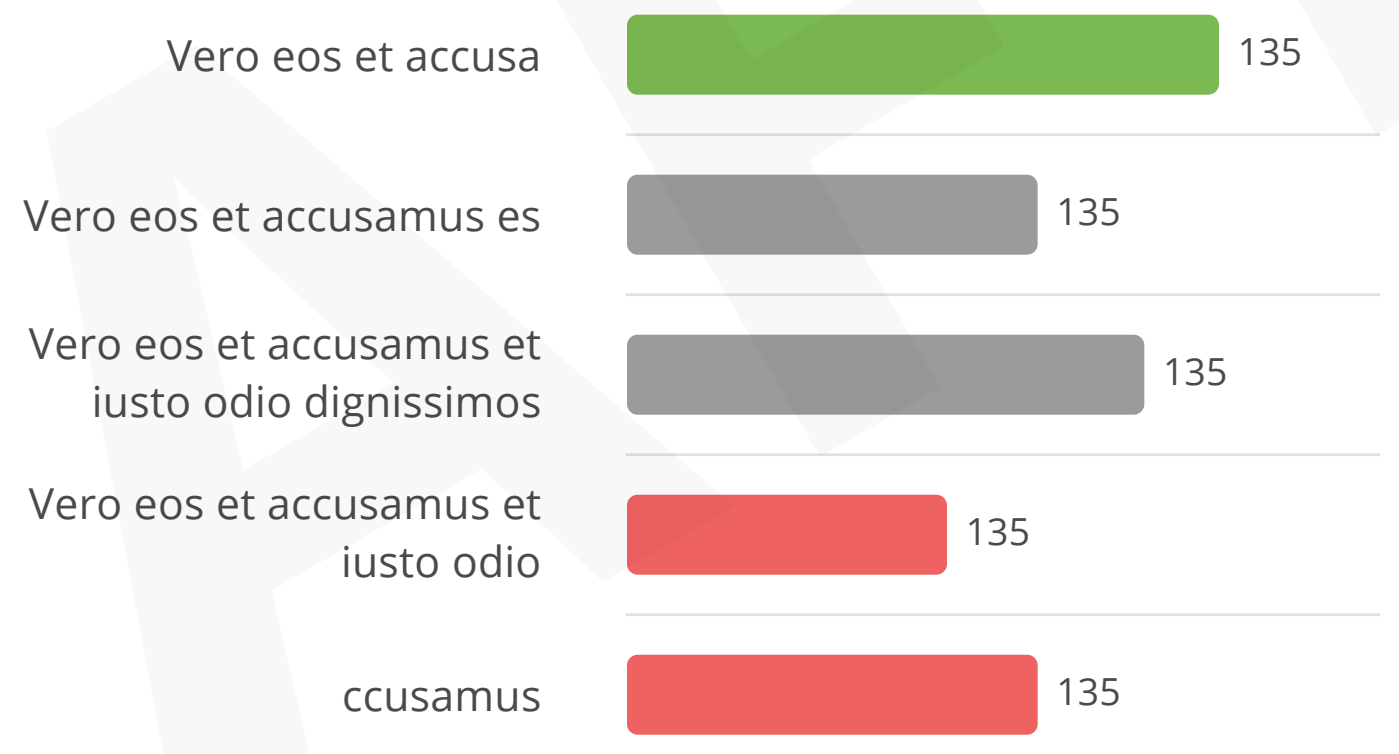
Business Knowledge & Skills

Overall Sentiment



7.2
Positive

Top 5 Keywords/Phrases



Top 3 Positive Comments

Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto

Top 3 Negative Comments

Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto

34 * This is a question or something that is a bit longer the the other question. Good?

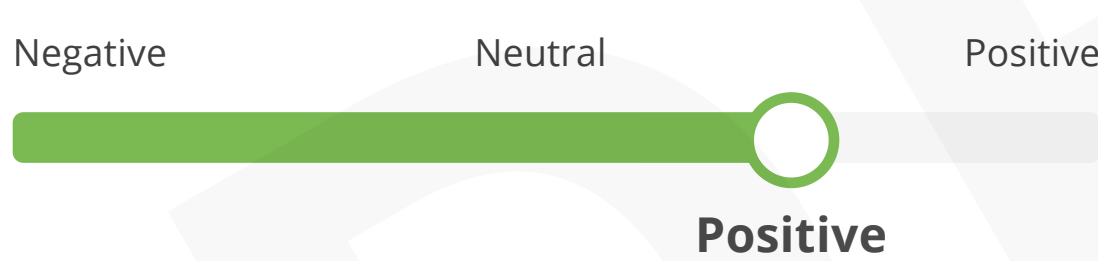
0/34 Responded to Question

No response data to this question.

41 * This is an overall comment question for the entire survey

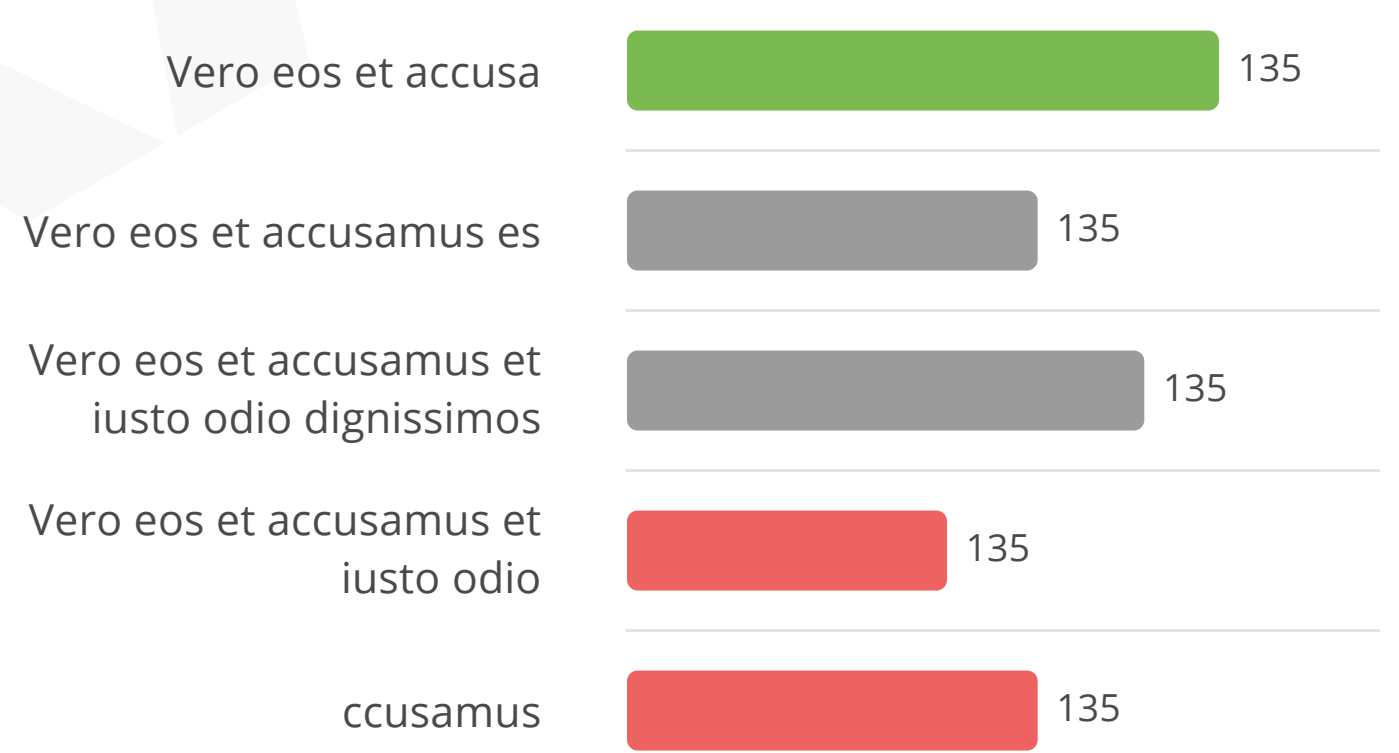
0/34 Responded to Question

Overall Sentiment



7.2
Positive

Top 5 Keywords/Phrases



Top 3 Positive Comments

Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
Comment
Vero eos et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto odio dignissimos ducimus qui dignissimos ducimus qui et accusamus et iusto
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Top 3 Negative Comments

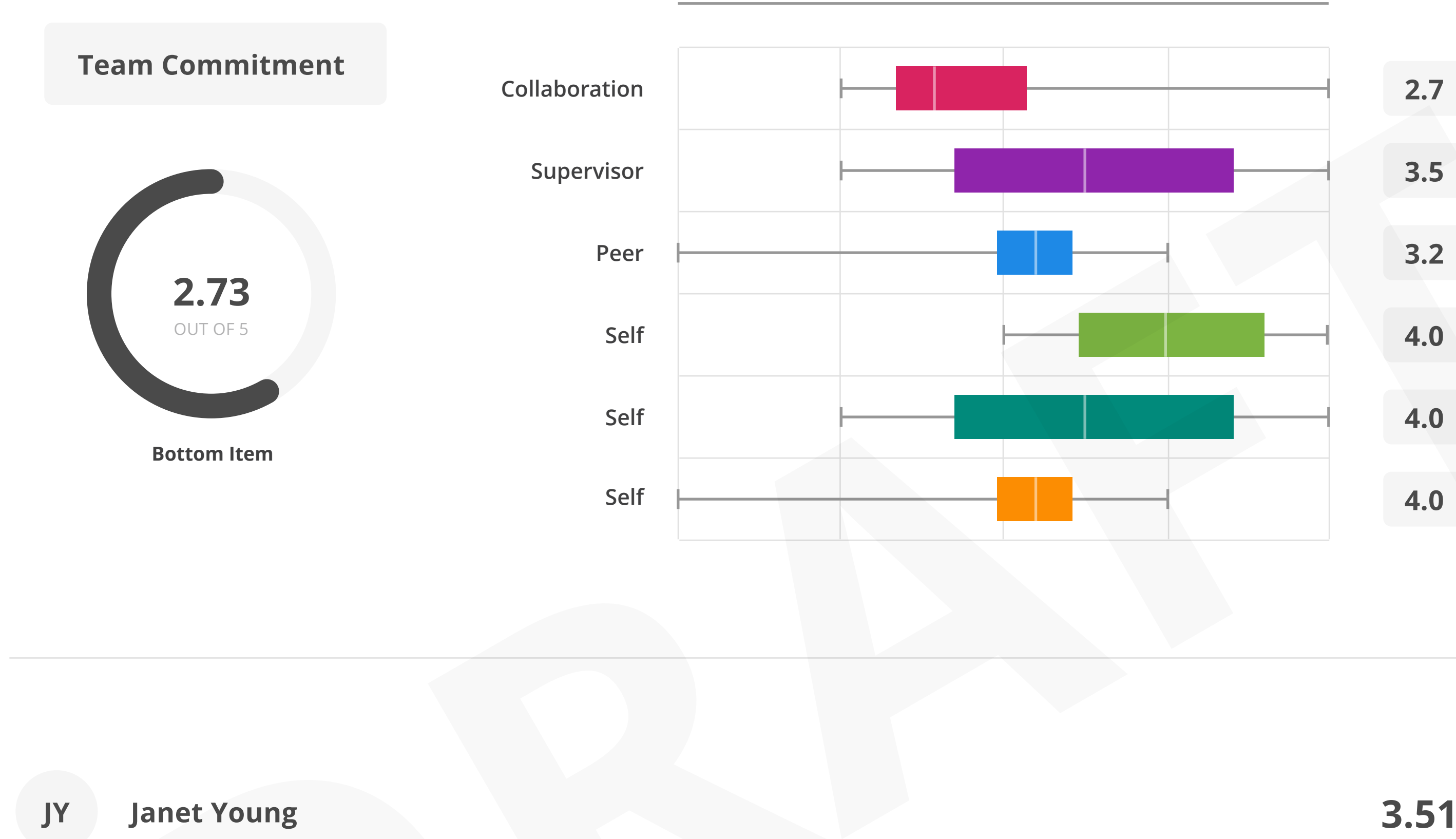
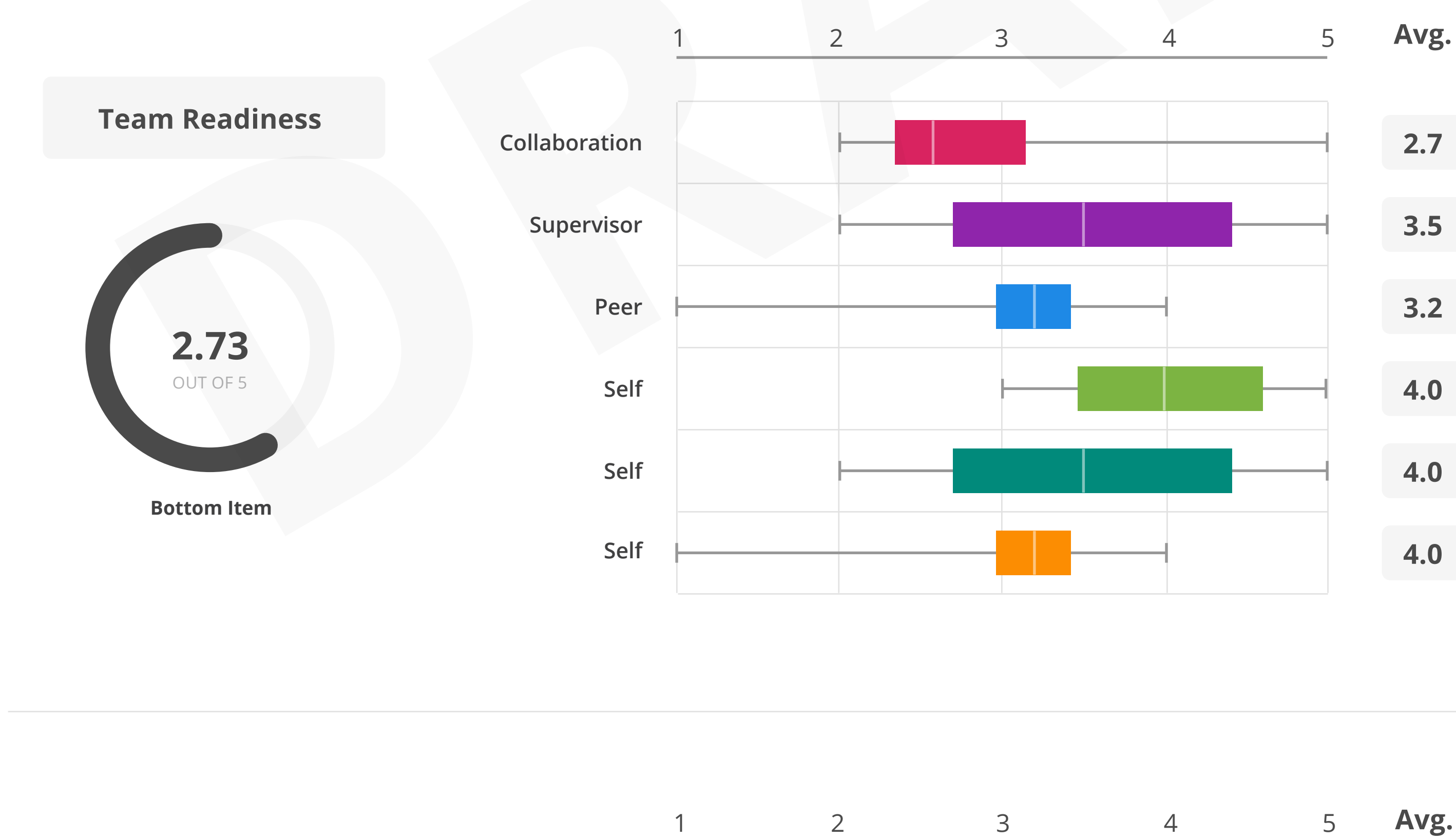
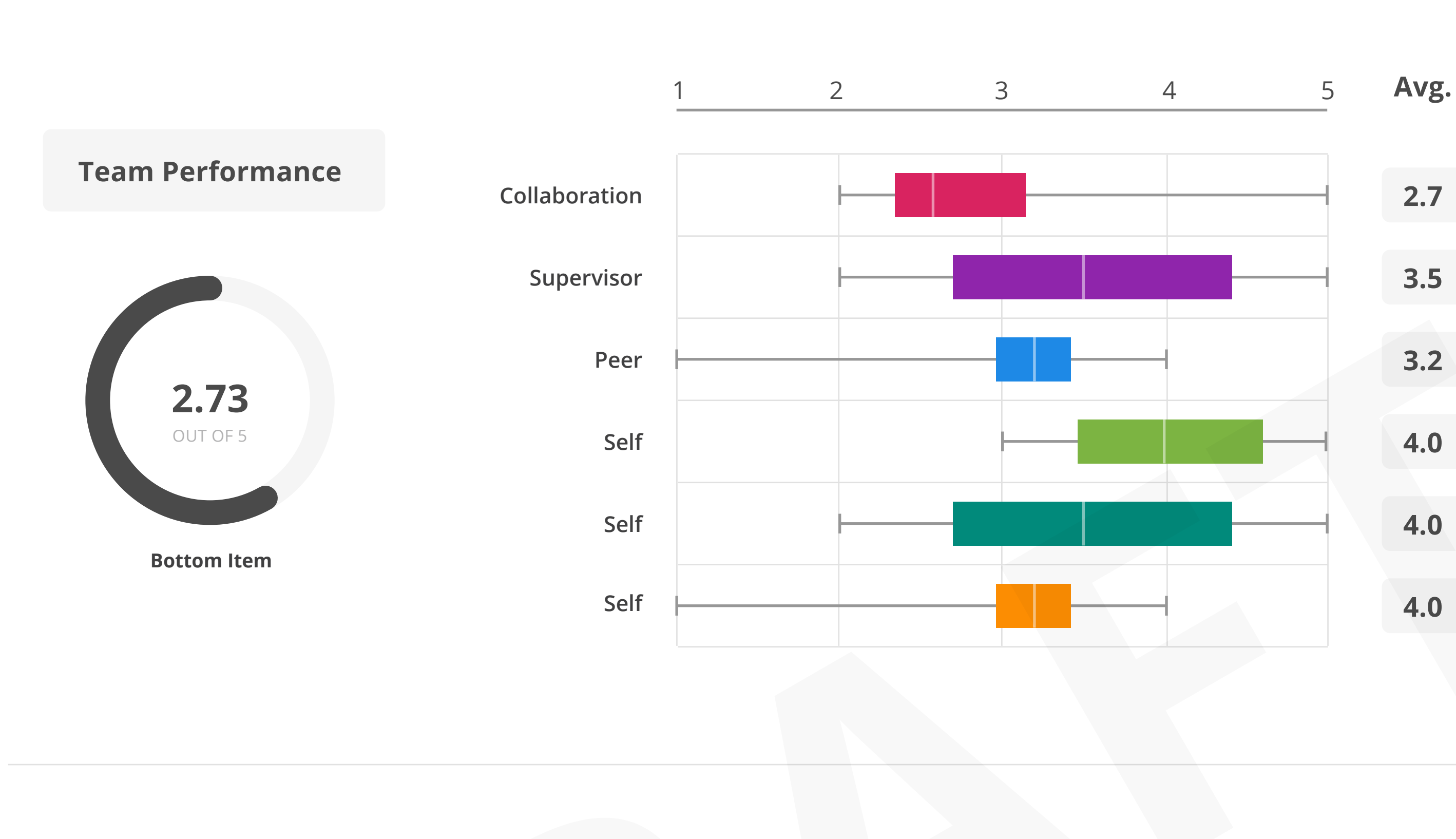
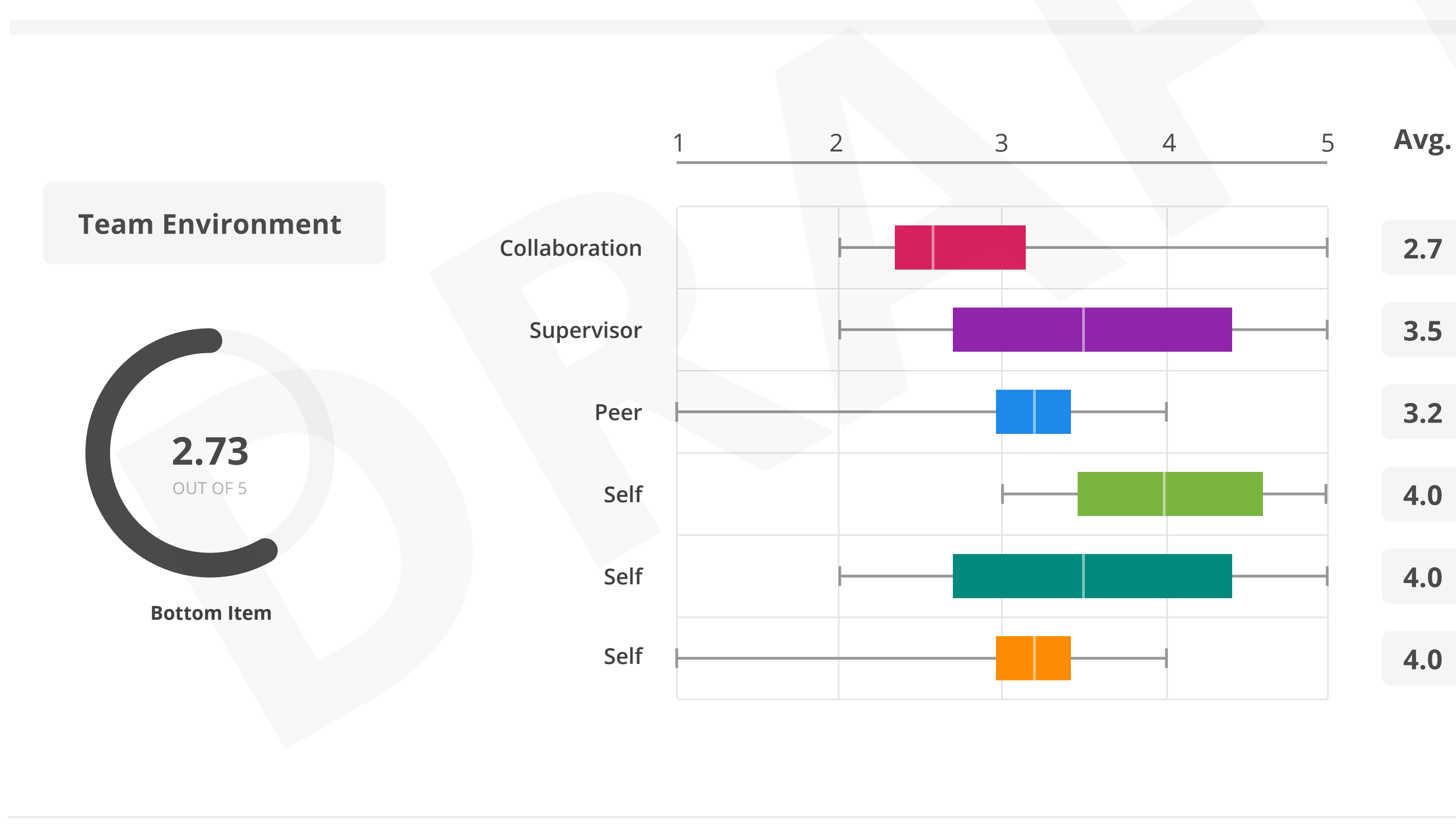
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Member Report

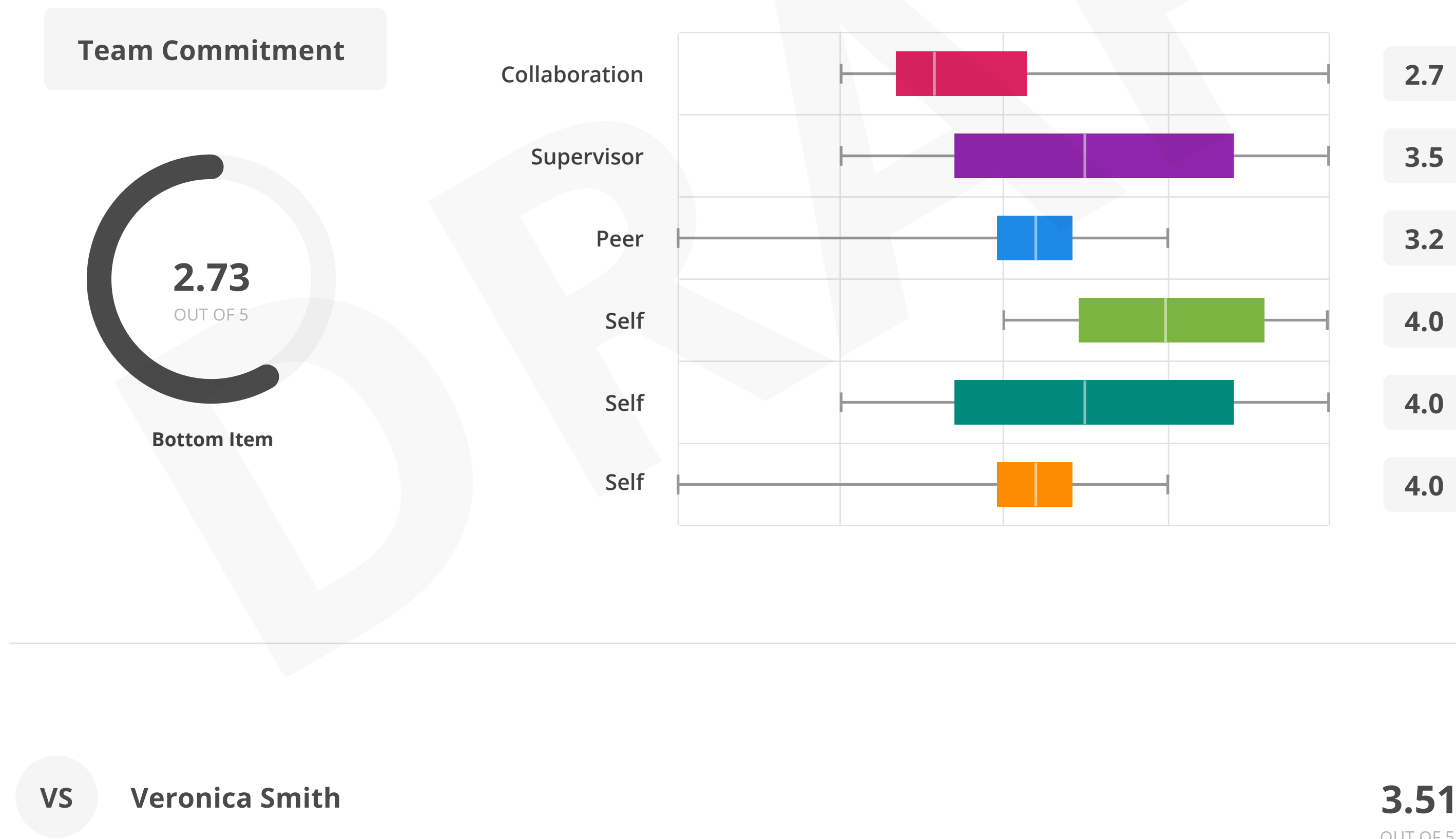
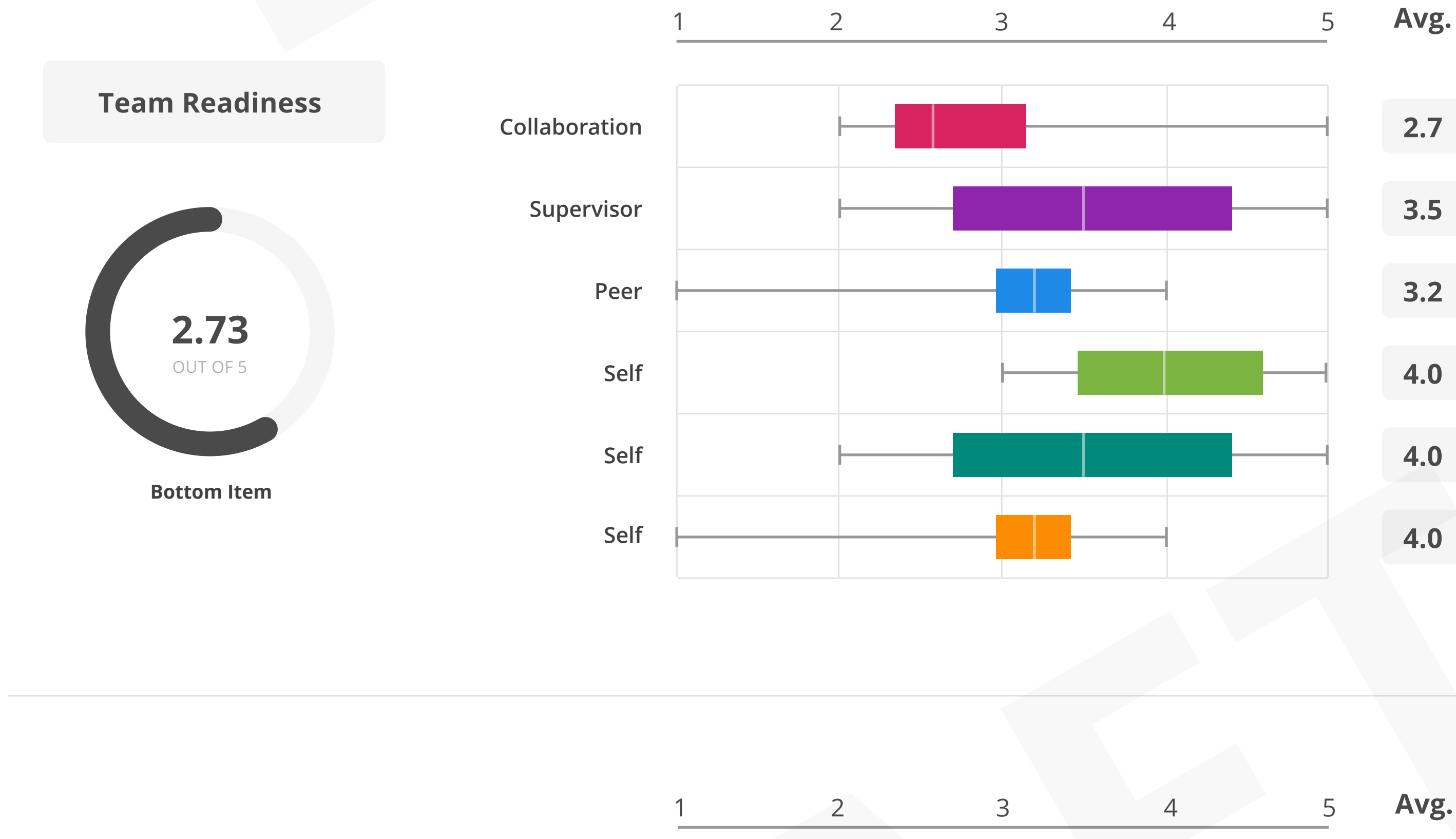
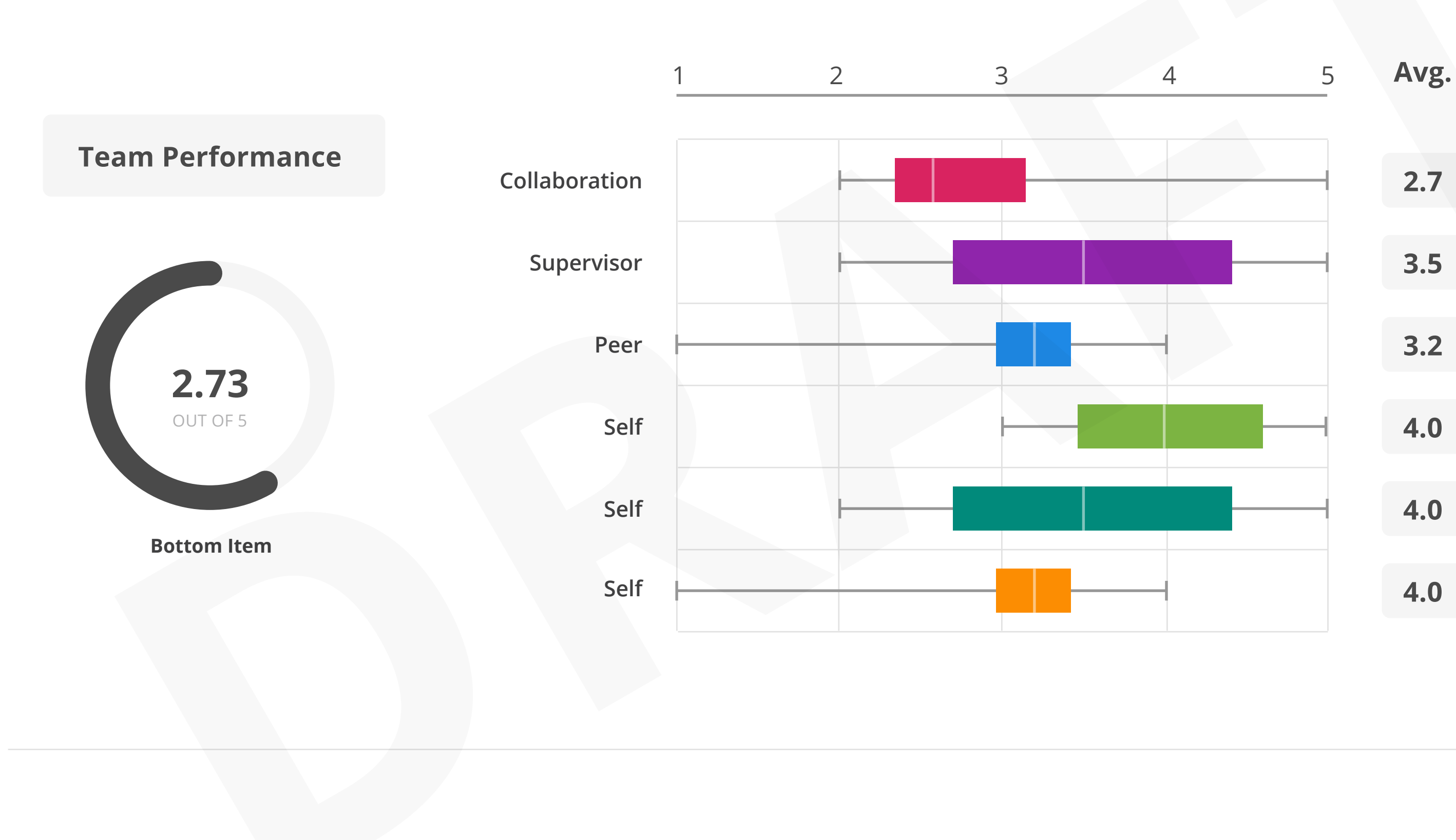
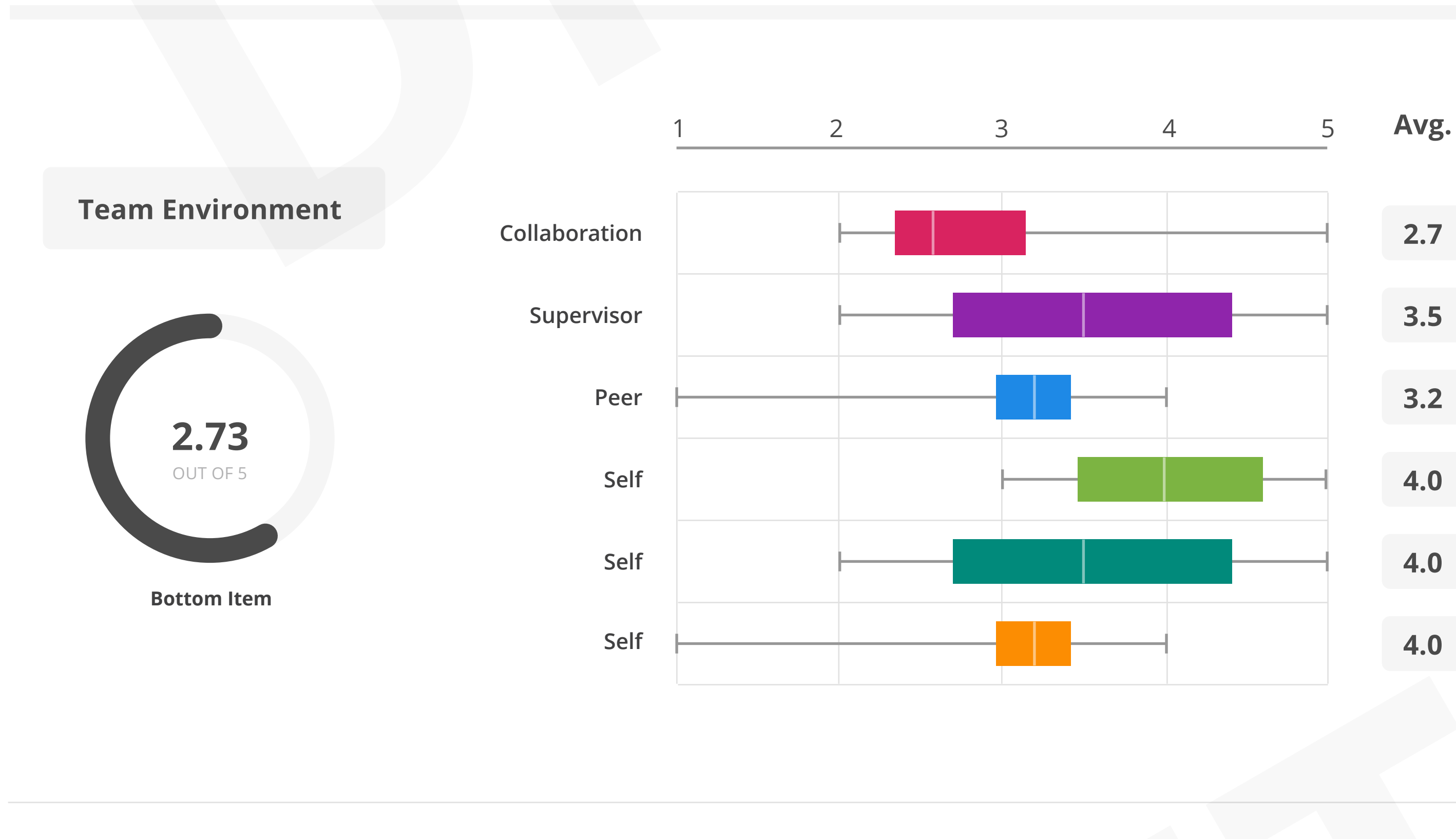
Dimension Items by Each Member

List action items for your top 5 rated competencies

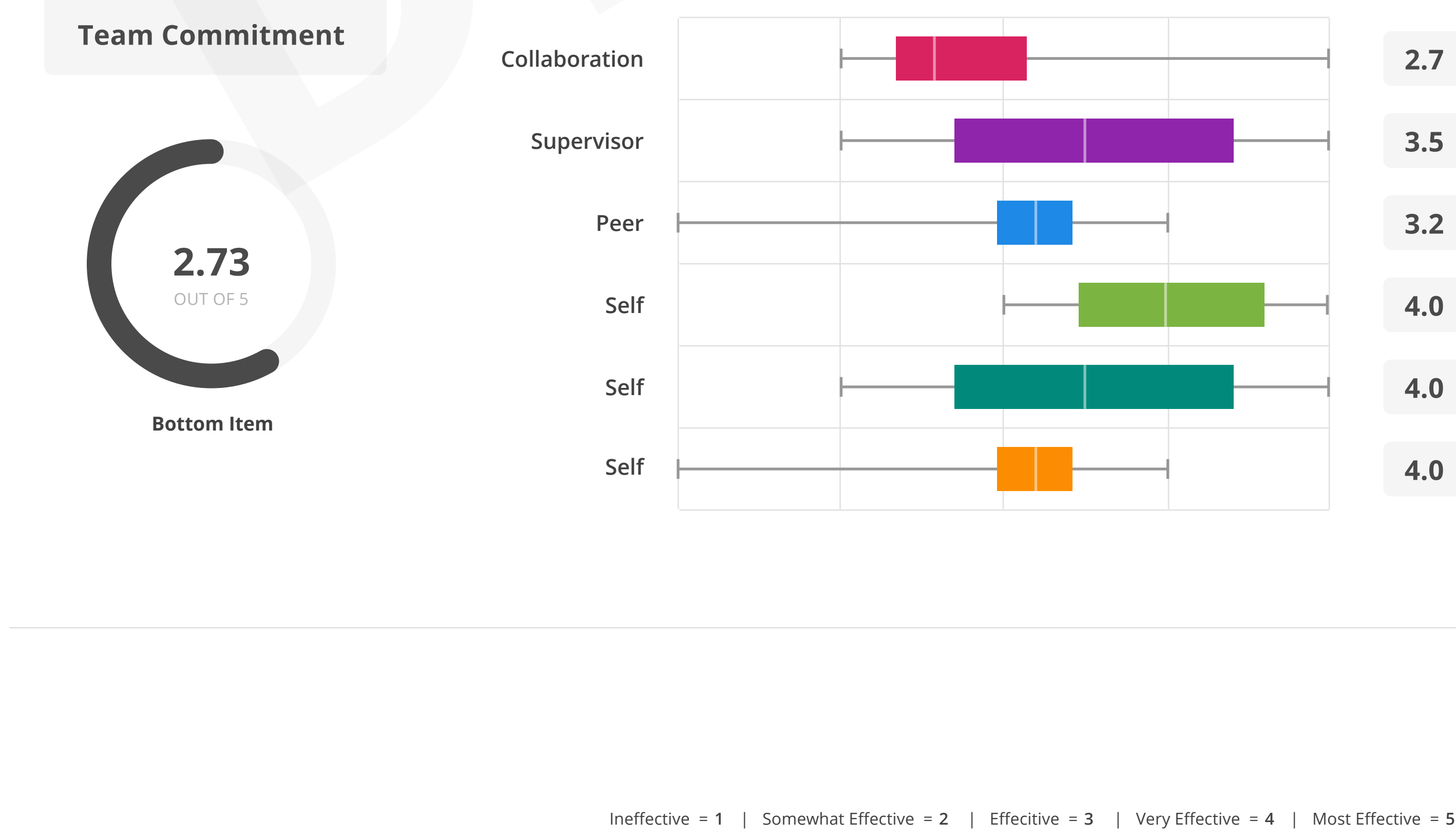
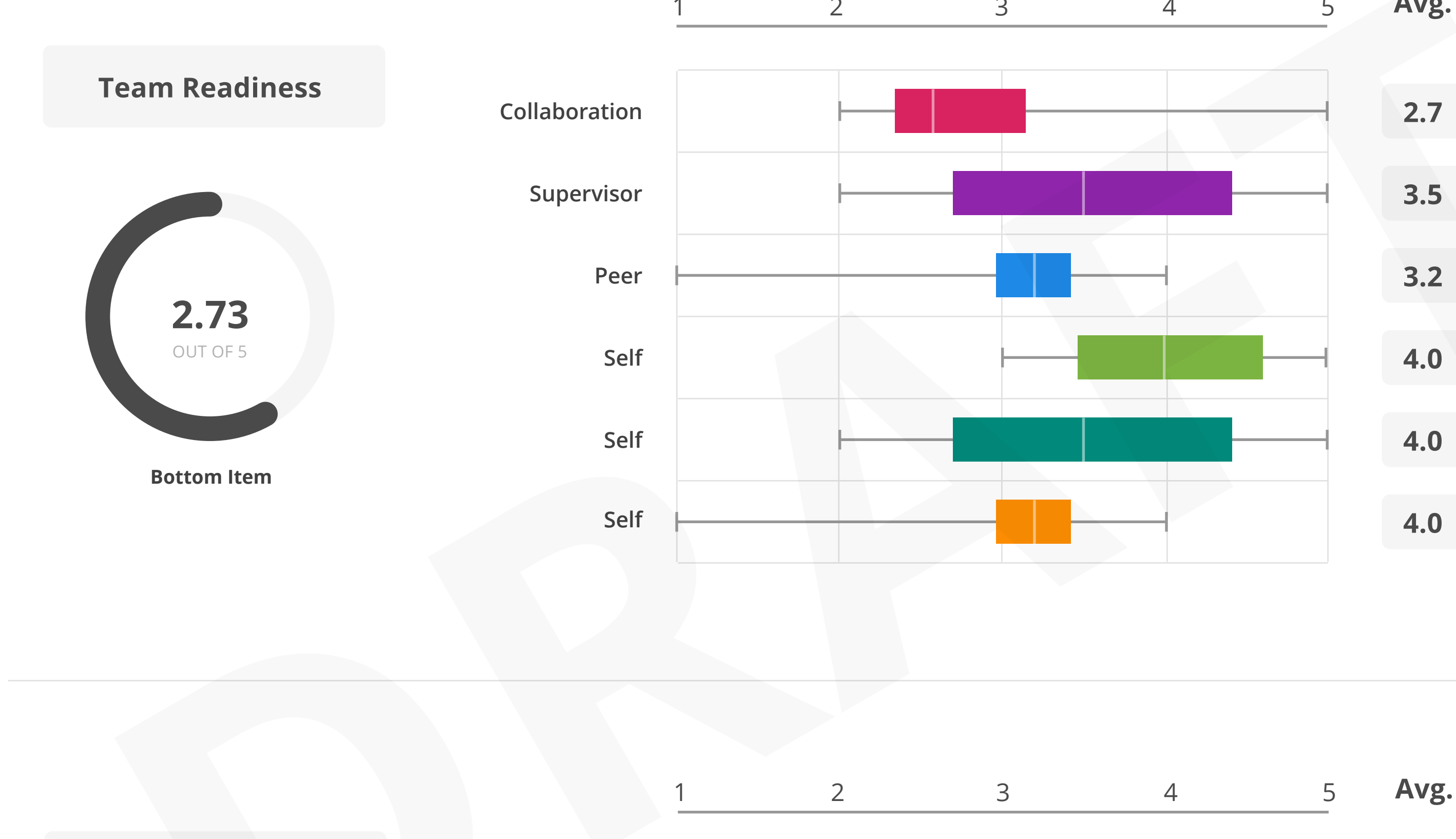
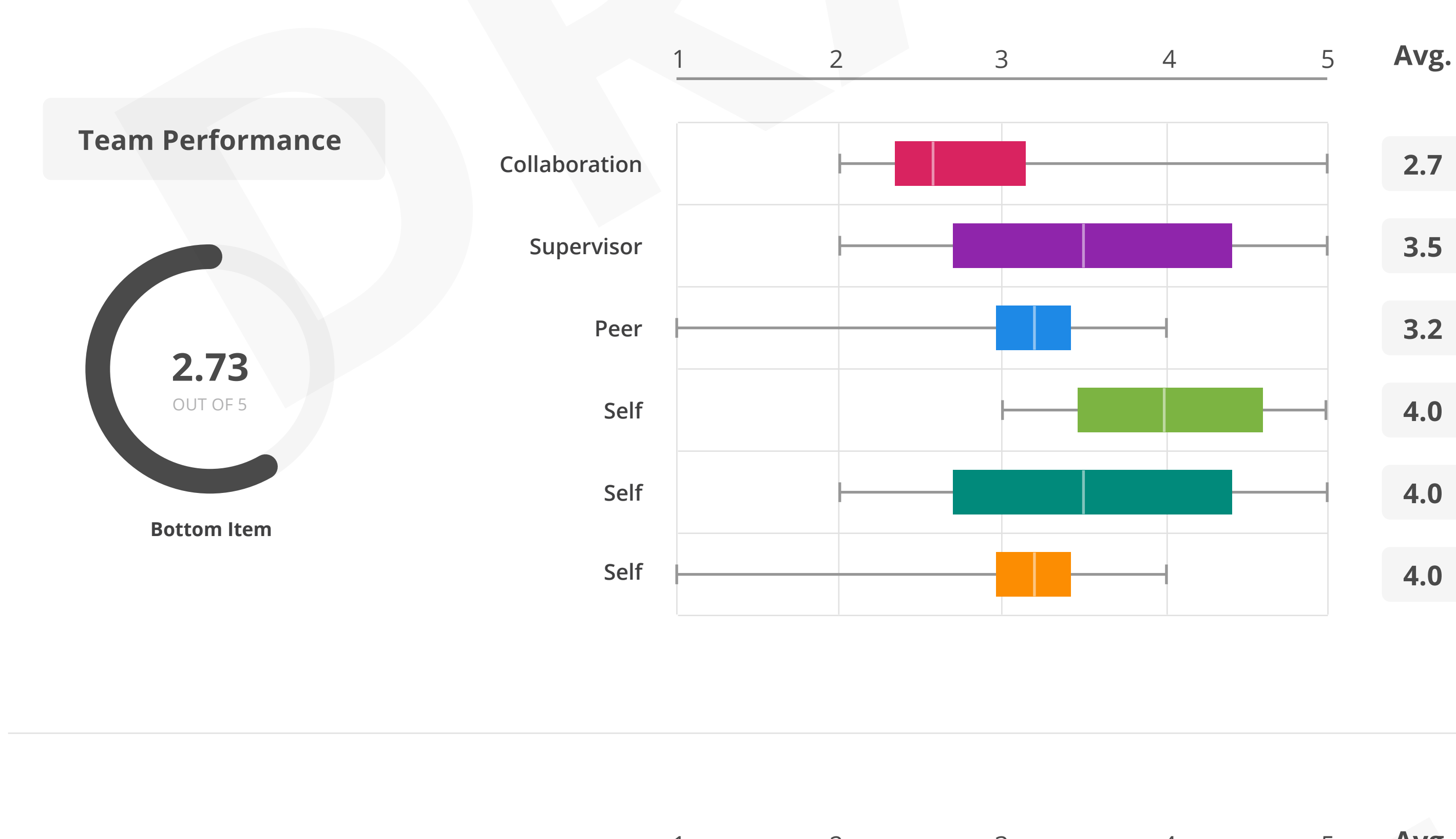
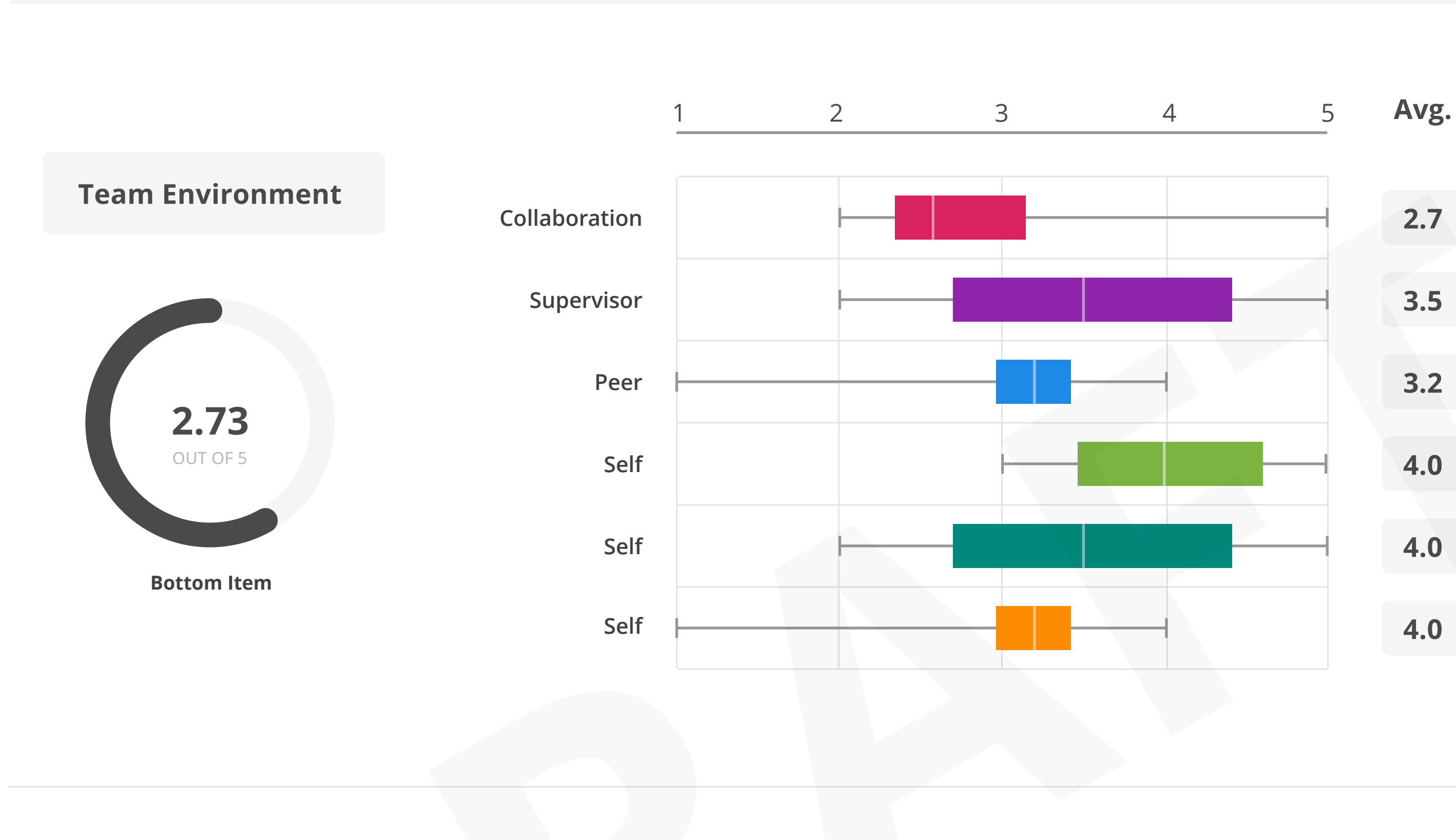
BJ Bill Jimson (Leader) **3.51**
OUT OF 5



JY Janet Young **3.51**
OUT OF 5



VS Veronica Smith **3.51**
OUT OF 5



Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

Team Development Plan

Leader Name: Jordath Montesque

Company Name: Lestershire Corp.

Team: _____ **Date:** _____

Instructions

- Review *Effectiveness* ratings of dimension items
- Add *Importance* ratings to all items
- Multiply both ratings
- Prioritize items for developmental focus

Top 5 Dimension Items

Goal Setting

Team Environment

4.23

19. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Performance

4.02

19. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Commitment

4.01

19. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Environment

3.99

19. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Readiness

3.89

19. This is a question or something? This is a question or something? This is a?

Bottom 5 Dimension Items

Goal Setting

Team Performance

2.15

31. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Readiness

2.27

31. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Environment

3.01

31. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Environment

3.03

31. This is a question or something? This is a question or something? This is a?

Goal Setting

Team Commitment

3.11

31. This is a question or something? This is a question or something? This is a?

Team Development Plan (Continued)

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
Track Results <i>(How you progressed on meeting your critical behavior goals)</i>	

Team Development Plan (Continued)

Team Environment

4.32

OUT OF 5

Dimension Item	Effectiveness Rating	Importance Rating	Total Score
Collaboration	4.5		
Conflict Resolution	4.5		
People / Team Development	4.5		
Cross Functional Effectiveness	4.5		
Sociability	4.5		
Connectedness to Team Member	4.5		

Team Performance

4.32

OUT OF 5

Dimension Item	Effectiveness Rating	Importance Rating	Total Score
Problem Solving	4.5		
Sense of Urgency	4.5		
Communication	4.5		
Accountability	4.5		
Adaptability	4.5		
Dealing with Ambiguity	4.5		

Team Development Plan (Continued)

Team Readiness

4.32

OUT OF 5

Dimension Item	Effectiveness Rating	Importance Rating	Total Score
Vision of the Team	4.5		
Goal Setting	4.5		
Role Definition	4.5		
Resource Allocation	4.5		
Self-Awareness	4.5		
--	--		

Team Commitment

4.32

OUT OF 5

Dimension Item	Effectiveness Rating	Importance Rating	Total Score
Innovation	4.5		
Diversity	4.5		
Drive for Success	4.5		
Commitment to Quality	4.5		
Customer Focus	4.5		
--	--		

Team Development Plan (Continued)

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
Track Results <i>(How you progressed on meeting your critical behavior goals)</i>	

Team Development Plan (Continued)

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
Track Results <i>(How you progressed on meeting your critical behavior goals)</i>	

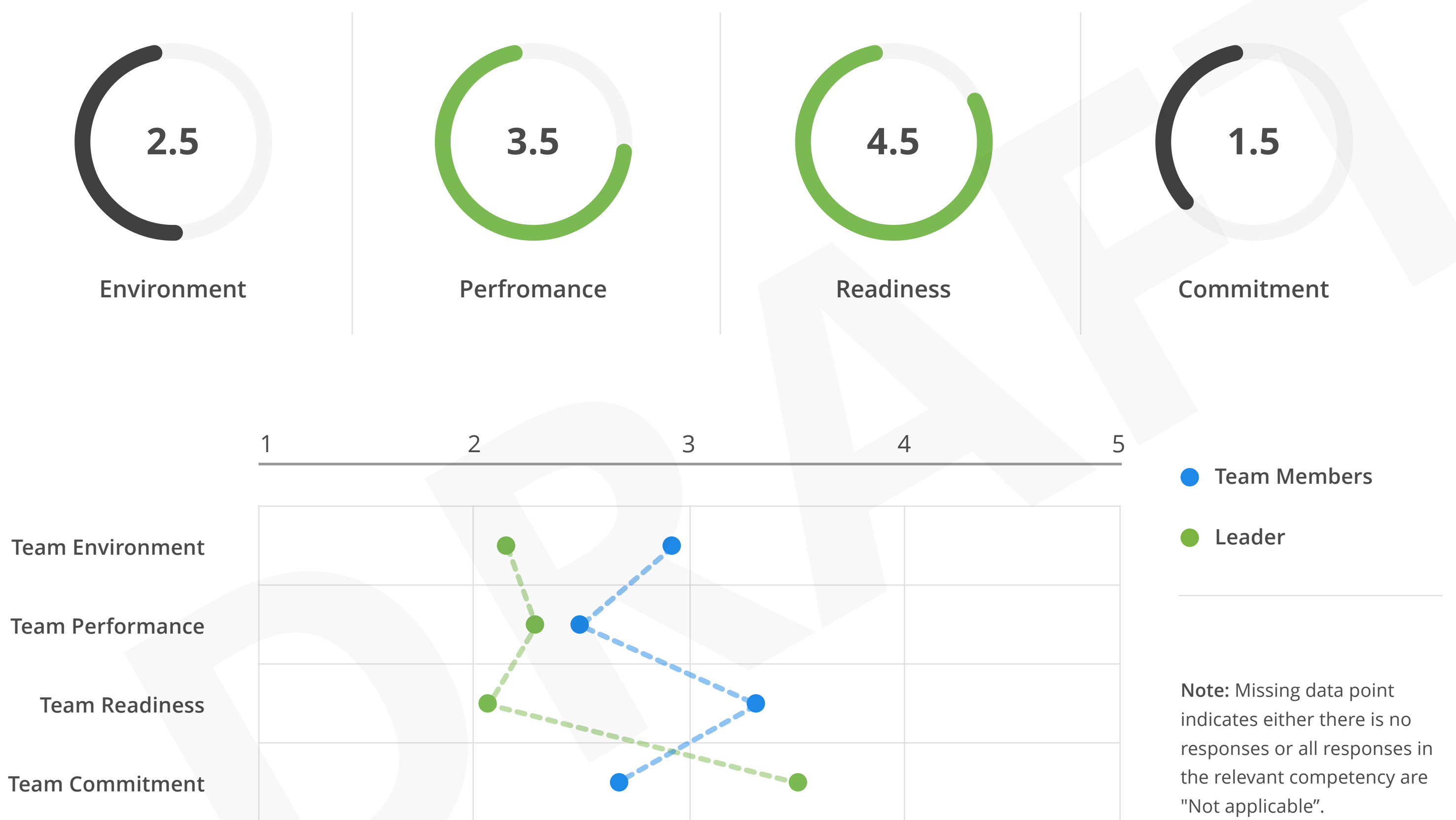
Team Development Plan (Continued)

Personal Development Item/Critical Behavior	
Development <i>(How your progress will be measured)</i>	
Activities	
Action Steps/ Resources Needed	
Target Dates	
Track Results <i>(How you progressed on meeting your critical behavior goals)</i>	

Report Summary

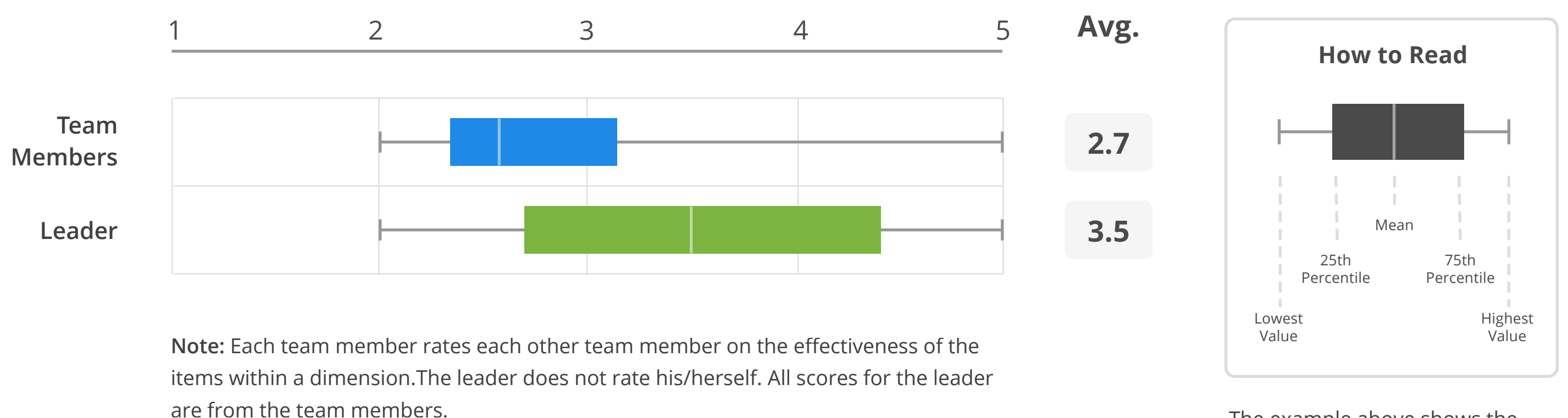
Overall Team Profile

Gives an at-a-glance overview of how each participant group rated across each team dimension



Summary of All Items

Summary of distribution across all rating items for each participant group, highlighting the mean and the outliers



The example above shows the different components of a Box and Whisker diagram and how to interpret it.

Ineffective = 1 | Somewhat Effective = 2 | Effective = 3 | Very Effective = 4 | Most Effective = 5

About Your Results

Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam, eaque ipsa quae ab illo inventore veritatis et quasi architecto beatae vitae dicta sunt explicabo. Nemo enim ipsam voluptatem quia voluptas sit aspernatur aut odit aut fugit, sed quia consequuntur magni dolores eos qui ratione voluptatem sequi nesciunt. Magni dolores eos qui ratione voluptatem sequi.

The Rating Scale

The rating scale below was used for all questions in the report and maintained for all summary graphs

Scale Option	Assigned Value
Most Effective	5
Very Effective	4
Effective	3
Somewhat Effective	2
Ineffective	1

Rater Groups That Provided Feedback

This a tally of the number of invitations and responses across all rater groups

Rater Group	Respondents	Invited Participants
Team Members	6 (60%)	10
Leader	1 (100%)	1

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